



**IDAHO RURAL
PARTNERSHIP**

Strengthening Rural Idaho

**A one-day session for business and
community leaders focusing on
community development, meeting
management and communication**

**Business & Community
Leadership Training**

**Final report of community
challenges, evaluation summaries
and requests for future training**

Inside

- Marketing materials & on-site hand-outs
- Overview
- Communities represented
- Challenges & take-away information
- Evaluation summaries
 - Attendance, demographics, effectiveness, knowledge of IRP, training priorities
 - Sandpoint
 - Post Falls
 - Moscow
(Moscow was a half-day session in collaboration with Idaho Commission on the Arts MERGE Conference)
 - Kamiah
 - Fruitland
 - Rexburg
 - Preston
 - Pocatello
 - Burley
 - Jerome
 - Mountain Home
 - Caldwell
- Requested topics for future training
- Budget

Step 1: Choose a location:

- ◇Monday, April 10: Sandpoint
- ◇Tuesday, April 11: Post Falls
- ◇Wednesday, April 12: Moscow*
- ◇Thursday, April 13: Kamiah
- ◇Friday, April 14: Fruitland
- ◇Monday, April 24: Rexburg
- ◇Tuesday, April 25: Preston
- ◇Wednesday, April 26: Pocatello
- ◇Thursday, April 27: Burley
- ◇Friday, April 28: Jerome
- ◇Monday, May 1: Mountain Home
- ◇Tuesday, May 2: Caldwell

*in partnership with Idaho Commission on the Arts/Becky Anderson
Creative Rural Development Series

Step 2: Complete this form and mail with \$15 payment to:

Idaho Rural Partnership
821 West State Street
Boise, Idaho 83702

Questions? Email dale.dixon@irp.idaho.gov or call (208) 334-3131

Name: _____

Organization: _____

Mailing Address: _____

City, State, Zip _____

Phone: _____ email: _____

PLEASE NOTE THE DATE ON YOUR CALENDAR OR MAKE A COPY OF THIS FORM AS A REMINDER



821 West State Street
Boise, Idaho 83702



Brought to you by:



A one-day session for business and community leaders focusing on community development, meeting management and communication

Business & Community Leadership Training

THE PROGRAM: AGENDA

8:00 a.m.—4:30 p.m.

- 8:00 Registration
(coffee-light food)
- 8:30 Welcome
The State of Rural Idaho
- 9:00 Tom Hudson,
Community-based
Planning – a hands on
exercise
- 10:15 Break
- 10:30 Tom Hudson
(continues)
- 12:00 Working Lunch
- 12:30 Idaho's top resources for
rural communities
- 1:00 Break
- 1:15 Rick Waitley
Effective Meetings
- 2:30 Break
- 2:45 Dale Dixon
Message Mapping –
communication is key
- 4:00 Now what?
An interactive recap to
apply the knowledge and
tap Idaho's leadership
training opportunities
- 4:30 Adjourn

<http://irp.idaho.gov>

WHO SHOULD ATTEND: BUSINESS & COMMUNITY LEADERS

This fast-paced, information packed day will provide tangible knowledge to emerging and established leaders in rural communities

The session will also make those leaders aware of the wide range of resources and training available in Idaho.

Regardless of your business, if you have a sincere desire to improve your leadership skills and learn how to be a pace-setter in your community, this day-long session is invaluable.

Please choose the session closest to you and plan to attend.

Register online or complete the form on this brochure and send with your \$15 payment, which covers lunch, breaks and hand-out materials.

\$25 late registration at the door.

LOCATIONS: A SESSION NEAR YOU!

- Monday, April 10** (register by April 3)
Sandpoint, Ranger Station, 1500 Hwy 2 #110
- Tuesday, April 11** (register by April 3)
Post Falls, Police Station, 1717 E. Polston
- *Wednesday, April 12** (register by April 3)
Moscow, University Inn, 1516 Pullman Rd
- Thursday, April 13** (register by April 3)
Kamiah, Hearthstone Bakery, 502 Main Street
- Friday, April 14** (register by April 3)
Fruitland, City Hall, 200 S. Whitley/Hwy. 95
- Monday, April 24** (register by April 17)
Rexburg, City Hall, 12 N. Center
- Tuesday, April 25** (register by April 17)
Preston, Fire Station, 55 W. 1st S.
- Wednesday, April 26** (register by April 17)
Pocatello, City Hall, 911 N. 7th Avenue
- Thursday, April 27** (register by April 17)
Burley, City Hall, 1401 Overland
- Friday, April 28** (register by April 17)
Jerome, City Hall, 100 E. Ave. A
- Monday, May 1** (register by April 17)
Mountain Home, American Legion, 515 E. 2nd S.
- Tuesday, May 2** (register by April 17)
Caldwell, Police Station, 110 S. 5th Ave.

Register online at <http://irp.idaho.gov>



Co-Chairs

Roger Madsen

Director, Idaho Commerce & Labor

Trent Clark

Public Affairs Director, Monsanto

821 West State Street • Boise, Idaho 83653 • (208) 334-3131 • Fax (208) 334-2505 • <http://www.irp.idaho.gov>

Press Release

One-day leadership training held throughout rural Idaho

Idaho Rural Partnership (IRP) features a one-day leadership training opportunity for business and community leaders throughout rural Idaho **beginning April 10**.

"We want to support existing leaders, encourage emerging leaders and reach out to future leaders," Idaho Rural Partnership Executive Director Dale Dixon said. "County commissioners, city council members and mayors will get a fresh infusion of ideas they can immediately use in their respective roles. Business and community people, the emerging leaders, will learn life-long techniques in community development, meeting management and communication. We are offering scholarships to area high schools, encouraging juniors and seniors to attend as we reach out to future leaders."

The fast-paced, information packed day will provide tangible knowledge to emerging and established leaders in rural communities. The day starts with an assessment of rural Idaho by Dixon then Tom Hudson leads a hands-on exercise in community-based planning. Rick Waitley will show participants how to run an efficient, organized and productive meeting during his popular *Effective Meetings* session. Dixon rounds out the day with a communication-message mapping exercise.

Participants will learn about Idaho's top resources for rural communities and will leave inspired to lead their communities. Dixon said. "We're encouraging people to think beyond their experience and plan beyond their tenure as they live, work and plan in rural Idaho."

The training schedule starts in Sandpoint, on Monday, April 10, and concludes in Caldwell, on Tuesday, May 2. Training will be conducted in 12 communities.

The sessions start at 8:30 a.m. and will finish by 4:30 p.m. The registration fee of \$15 includes lunch and materials. Pre-registration is required and is available via the web at <http://irp.idaho.gov> or by calling (208) 334-3131.

The Moscow session is coordinated with the Becky Anderson Made-In-America conference.

Training Dates & Locations

Monday, April 10: Sandpoint
Tuesday, April 11: Post Falls
Wednesday, April 12: Moscow*
Thursday, April 13: Kamiah
Friday, April 14: Fruitland
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**in partnership with Idaho Commission on the Arts/Becky Anderson Creative Rural Development Series*

The Idaho Rural Partnership (IRP) joins diverse public and private resources in innovative collaborations to strengthen communities and improve life in rural Idaho.

Dale Dixon, Executive Director
dale.dixon@irp.idaho.gov • (208) 272-0596



Idaho's Top Rural Resources

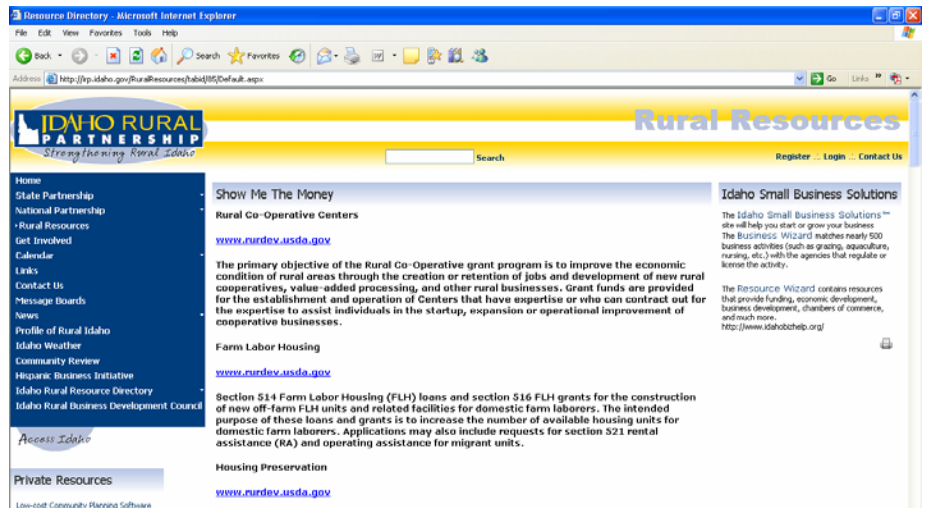
On the web:

<http://irp.idaho.gov>

Connect to **Idaho Rural Partnership** and its member agencies and organizations throughout Idaho and the U.S.

<http://www.rurdev.usda.gov/id/>

Visit **USDA-Rural Development** to find Business & Cooperative, Community and Housing Programs



<http://cl.idaho.gov>

At **Idaho Commerce & Labor's** website, find information about Community Development Block Grants, travel grants, Gem Community opportunities, a weekly grant listing newsletter - *Show Me The Money*, Northwest Community Development Institute, business assistance and much more.

<http://cl.idaho.gov/pdf/wdtdf.pdf>

The **Workforce Development Training Fund** has two primary objectives:

First, it provides funding to companies to help them train new employees so that the companies can take full advantage of specific economic opportunities and industrial expansion initiatives in the marketplace. Second, it allows for skills upgrade training of current workers who are at risk of being permanently laid off.



Contact: Leandra Burns or Kay Vaughan

E-mail: Leandra.Burns@cl.idaho.gov or Kay.Vaughan@cl.idaho.gov

317 W. Main St.

Boise, Idaho 83735

(208) 332-3570 ext. 3327 or 3310

<http://www.eda.gov/> **Economic Development Administration**

Public Works

Economic Adjustment Assistance Program

Research and National Technical Assistance

Local Technical Assistance

Partnership Planning

University Center

Trade Adjustment Assistance

ECONOMIC DEVELOPMENT ADMINISTRATION

U.S. Department of Commerce

[About EDA](#) :: [News & Events](#) :: [Funding Opportunities](#) :: [Resources](#) :: [Research](#) :: [Contacts](#) :: [Search](#)



Idaho's Top Rural Resources



<http://irp.idaho.gov/CommunityReview/tabid/221/Default.aspx>

The **Idaho Community Review** is a collaborative project of Idaho Rural Partnership, the U.S. Dept. of Housing & Urban Development, Idaho Housing & Finance Association, Boise State University, University of Idaho, Idaho Commerce & Labor, Association of Idaho Cities and a host of other Federal, State, Local, and private organizations.



Find answers to questions for challenges in your community through **technical assistance** from any of IRP's partners throughout Idaho!



Leadership
Idaho
Agriculture

Department of Environmental Quality

<http://www.deq.idaho.gov>

Idaho Transportation Department

<http://itd.idaho.gov>

Idaho National Laboratory

<http://www.inl.gov>

Idaho State Dept. of Agriculture

<http://www.agri.state.id.us>

Housing & Urban Development

<http://www.hud.gov/local/index.cfm?state=id>

Leadership Idaho Agriculture

<http://www.leadershipidahoag.org>

U.S. Environmental Protection Agency

<http://www.epa.gov/region10>

USDA-Forest Service

<http://www.fs.fed.us>

USDA-Farm Service Agency

<http://www.fsa.usda.gov/id>

The Hudson Company

<http://www.thehudsonco.com>



INL
Idaho National Laboratory



MONSANTO
imagine®



THE HUDSON COMPANY

Qwest
Spirit of Service™



Agenda

8:00 a.m.—4:30 p.m.

8:00 Registration
(coffee-light food)

8:30 Welcome
The State of Rural Idaho

- Community-based Planning
A hands-on exercise
Tom Hudson
- Break
- Tom Hudson (continues)
- Working Lunch
- Idaho's top resources for rural communities
- Break
- Effective Meetings
Rick Waitley
- Break
- Message Mapping
Communicating through the media
Dale Dixon
- Now what?
An interactive recap to apply the knowledge and tap Idaho's leadership training opportunities

4:30 Adjourn



THE HUDSON COMPANY





Spring 2006

Business & Community Leadership Training

Idaho Rural Partnership presented leadership training in 12 communities.
More than 300 people attended the sessions throughout the state.

Leaders included:

federal, state, county and city representatives • mayors, council members, county commissioners
school board members • candidates for public office • farmers/ranchers • volunteers • pastors
non-profit managers • business owners/managers • involved citizens • high school students

Sandpoint	Post Falls	Moscow	Kamiah	Fruitland	Rexburg
April 10	April 11	April 12	April 13	April 14	April 24
Preston	Pocatello	Burley	Jerome	Mtn. Home	Caldwell
April 25	April 26	April 27	April 28	May 1	May 2

Program content review

Community-based Planning presented by Tom Hudson of The Hudson Company (<http://www.thehudsonco.com>):

- ▶ Create partnerships instead of walls
- ▶ Expand sense of community... team
- ▶ Encourage locally appropriate community development
- ▶ Attract funding: federal, state, local & private
- ▶ Slower start, faster finish, higher success rate
- ▶ Who will you invite to participate at the community table?

Rural Resources are available from a variety of federal and state partners to support rural communities including the Community Review, grants and technical assistance. Details are available on the Idaho Rural Partnership website (<http://irp.idaho.gov>).

Leadership, Organizational Lifecycles and Effective Meetings presented by Rick Waitley (rcwaitley@spro.net) of Leadership Idaho Agriculture:

- ▶ A LEADER stimulates individuals to reach their fullest potential to contribute meaningfully.
- ▶ Man-made organizations are found in one of four lifecycles
- ▶ Create an agenda and follow it like a road-map
- ▶ Start and end meetings on a positive note
- ▶ Accurate, complete minutes are historically important
- ▶ Committees should have clearly defined roles

Communicating through the Media presented by Dale Dixon:

- ▶ Establish professional, working relationships with local news media
- ▶ Communicate clearly and concisely – speaking in complete sentences (soundbites)
- ▶ Avoid technical language and acronyms
- ▶ Be open, honest and transparent to create trust and foster understanding
- ▶ Don't fear the media. Engage the media to connect with a large audience

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COMMUNITIES REPRESENTED

Sandpoint – April 10

- Athol
- Boise
- Coolin
- Hayden Lake
- Priest River
- Ponderay
- Sagle
- Sandpoint
- Boise
- Caldwell
- Fruitland
- Midvale
- New Plymouth
- Notus
- Ontario, OR
- Parma
- Payette

Post Falls – April 11

- Coeur d’Alene
- Hayden
- Plummer
- Post Falls
- Rathdrum
- Spokane Valley, WA
- Wallace

Moscow – April 12

- Coeur d’Alene
- Grangeville
- Juliaetta
- Kendrick
- Lewiston
- Moscow
- Orofino

Kamiah – April 13

- Craigmont
- Grangeville
- Kamiah
- Kooskia
- Lapwai
- Lewiston
- Moscow
- Nez Perce
- Orofino
- Stites
- White Bird

Fruitland – April 14

Rexburg – April 24

- Ashton
- Blackfoot
- Driggs
- Idaho Falls
- Iona
- Rexburg
- Rigby
- St. Anthony
- Victor

Preston – April 25

- American Falls
- Blackfoot
- Grace
- Idaho Falls
- Montpelier
- Paris
- Pocatello
- Preston
- St. Charles

Pocatello – April 26

- Aberdeen
- American Falls
- Arco
- Blackfoot
- Georgetown
- Fort Hall
- Lava Hot Springs
- Mackay

- Malad
- Menan
- Montpelier
- Soda Springs
- Pocatello

Burley – April 27

- Bellevue
- Burley
- Declo
- Heyburn
- Kimberly
- Rupert
- Twin Falls

Jerome – April 28

- Buhl
- Gooding
- Hailey
- Jerome
- Twin Falls
- Wendell

Mountain Home – May 1

- Boise
- Bruneau
- Emmett
- Glenns Ferry
- Jerome
- McCall
- Meridian
- Mountain Home

Caldwell – May 2

- Boise
- Caldwell
- Cascade
- Eagle
- Emmett
- Horseshoe Bend
- McCall
- Middleton
- Nampa
- Notus
- Riggins
- Wilder

CHALLENGES AND TAKE AWAY INFORMATION

SANDPOINT: April 10

<i>Challenges</i>	<i>Take Away</i>
Lack of living wage Lack of leadership Poor attitude Idaho challenges (???) Youth activities/disconnect Communication barriers Funding Involvement /volunteers Lack of participation Coordination Growth/ preserving rural/Ag heritage Keeping up with fed and state mandates Vision for managing growth Infrastructure to meet growth demands Land use planning Affordable housing Coordinating diverse groups Educating public on land/water issues Funding for nonprofits Need for “process” training	Regular interaction (1) informal Youth involvement Effective meetings (4) Using procedure to maintain order (1) Communication (2) Attitude Partnership – local and regional Available leadership Capitalize on this “historic moment” Record keeping (1)

POST FALLS: April 11

<i>Challenges</i>	<i>Take Away</i>
Recruitment (Girl Scouts) Lake of visible community Community-based planning Growth mature population /infrastructure needs Growth Lack of identity Affordable housing Volunteers Working with diverse groups Diplomacy – working with difficult people Infrastructure – funding, regulatory Local development (growth) Managed growth Youth leadership Funding for nonprofits Managing growth Proper growth planning Affordable housing/workforce Get universities engaged in P.F.	<u>Take away:</u> Inclusive consensus (2) Efficient meetings (3) “Thank you” Community meetings Community values Accurate minutes Accurate, contextual communication Housing (affordable) Relationship building Attracting board members Problem solving Listen to the customer Effective communication Productive meetings Death can be good Building coalitions Ask “who’s not here” Reach out-share information

MOSCOW: April 11

<i>Challenges</i>	<i>Take Away</i>
Poverty/suicide Lack of tech infrastructure Lost 12% of workforce Coordination Decreasing population Health care: hospital coordination Overcoming mistrust Affordable, quality childcare Downtown parking Polarization Community foundation Developing alternate careers Stimulating timber and Ag economy Remote/lack of involvement Urban > rural transfer Youth involvement (2) Rural growth Rural wages Lack of cooperation Growth and inflexibility to invite industry Consensus in planning Diverse needs Marketing communication Care for aging population Lack of jobs/poverty Losing identity Growth > affordable housing Development ahead of planning Poverty Growth management Elders engaging in community Poverty awareness in community development Creating partnership to end poverty	Workshop ended early for another event

KAMIAH Lapwai, Kooskia, Lewiston, Stites, Kendrick, Craigmont, Weippe, Orofino, Whitebird, Nez Perce, Grangeville: April 13

<i>Challenges</i>	<i>Take Away</i>
<p>Economic development Youth farmers Location awareness Access to recovery Youth barrier to employment Unemployment Infrastructure Communication among diverse groups Adult education Tribal involvement Empowering community Opportunities for youth Evangelism Poverty Motivating people to be involved Diverse collaboration Youth volunteers Promoting loan opportunity Maintaining the Ag economy Entrepreneurialism Attracting young population Job retention Affordable housing Young people involved in the community Poverty Outreach marketing Geography Elder engagement/involvement Land use planning</p>	<p>Youth involvement Rural organization/focus Encourage active participation Meeting structure Communication (5) Organizational leadership Effective meetings (5) Informed population (2) Engage the media Involve business Community-based planning (7) Organization lifecycles (2) Have fun! (2) Careful minutes Writing Participation (2)</p>

FRUITLAND: April 14

<i>Challenges</i>	<i>Take Away</i>
<u>Youth:</u> Youth involvement Education/facility funding Community service involvement Lack of community events Employment Student involvement Education funding <u>Adults:</u> Skilled workforce Supporting young leaders Adapting to change Promoting fed funding opportunities Uniting ages to solve problems Engaging students Community involvement Understanding leadership Distributing fed funds Reinvesting in community Time management – community involvement Utilizing AmeriCorps \$ Business involvement Balancing business/personal time Bridging geographic/cultural differences City government involvement	Positive adult/student interaction Idaho Rural Partnership Citizen involvement Motivation Understanding Meeting management Communication Local awareness Adapting tools Relationship Meeting challenges Fresh perspective Youth involvement Cultural awareness Resources Sense of community Optimism

REXBURG: April 24

<i>Challenges</i>	<i>Take Away</i>
Leadership – change High land costs for Ag Growth Forward-looking leadership Poverty awareness Housing Self-help housing land acquisition Growth-smart planning Lender participation in housing programs Infrastructure re: growth Community vitality Growth (3) Planning and zoning – growth Attracting new business Creating a sense of community Helping farmers understand cash-flow (FSA programs) Geographic diversity Decreasing funding (2) Community involvement (2) Learning about/ keeping up with business growth Retailer and property owner partnership Motivating leaders Underemployment growth Coordination Planning Process Need for growth	End and Means Press involvement Committee involvement – community-based planning Community involvement – strategic Adapting to change Network of leaders (4) Greater understanding Community-based planning – early involvement (2) Effective meetings (3) Collaboration (2) Meeting management Working through conflict Identifying key markets Preserving rural Idaho Interacting with the media Informed majority Involvement to avoid antagonism

PRESTON: April 25

<i>Challenges</i>	<i>Take Away</i>
Community involvement Growth and roads Growth and sewers Voter apathy Time/geographic challenges Accepting change Economic development Being a bedroom community Diversifying the economy Funding for growth Adapting to change Ordinance enforcement County growth Declining population Staying positive in negative situation Economic development Identifying economic potential Infrastructure for communication Affordable housing/ sense of entitlement Time management	Sense of community Networking (3) Media – communication (2) Meeting management (3) Resources available (4) Agenda Community involvement (2) Community-based planning (5) Minute taking Lack of participation

POCATELLO, Grace, Caribou Co, Franklin Co., Blackfoot, Bannock Co, Power Co, Iona, Butte Co., Bear Lake, American Falls, Lava, : April 26

<i>Challenges</i>	<i>Take Away</i>
<p>Lack of funding</p> <p>Poverty</p> <p>Being new</p> <p>Bedroom community</p> <p>H.S. dropout</p> <p>Shrinking resources</p> <p>Increasing poverty</p> <p>Young farmer loans</p> <p>Outreach</p> <p>Entrepreneurialism</p> <p>Low-wage jobs</p> <p>Uniting diverse groups</p> <p>Adapting to change</p> <p>Communicating opportunity</p> <p>Creating enthusiasm</p> <p>Think toward the future</p> <p>Community interaction</p> <p>Learning about the area</p> <p>E-commerce</p> <p>Housing</p> <p>Telecommunication</p> <p>Economic development</p> <p>Poverty</p> <p>Geographic travel</p> <p>Low wages (2)</p> <p>Learning new job</p> <p>Promoting growth</p> <p>Informing public of resources</p> <p>Dynamic changes in ag finance</p> <p>School consolidation</p> <p>Bringing people together</p> <p>Encouraging involvement</p> <p>Apathy</p>	<p>Community involvement</p> <p>Effective meetings (2)</p> <p>Involving protagonists and antagonists</p> <p>Accurate/structured meetings</p> <p>Start over!</p> <p>Allow people to fail</p> <p>Be direct/clear and concise</p> <p>Delegation – use of strategies and resources</p> <p>Lifecycle of an organization</p> <p>Meeting management</p> <p>Communication</p> <p>Identifying stakeholders</p> <p>Giving up ownership</p> <p>Engaging the “11th” hour one</p> <p>Making meetings meaningful</p> <p>Efficiency</p> <p>Involvement</p> <p>Networking (2)</p> <p>Resources (2)</p> <p>Accurate minutes</p> <p>Communication</p> <p>Leaders at work</p> <p>Community involvement</p> <p>Knowing the “playing field”</p> <p>Sound bites</p> <p>Aligning mission/programs</p>

BURLEY: April 27

<i>Challenges</i>	<i>Take Away</i>
Cultural diversity/creating community Growth – P&Z Engaging the Hispanic Community Livable wages Awareness – outreach Create diverse recreation opportunities Overcoming apathy (2) Science and tech > Ag High cost of farming Attracting clean sustainable industries Aging workforce – youth preparedness Good affordable housing Develop sustainable community	Engage community involvement Share common challenges Value of community buy-in Concise communication (2) Networking – local resources (1) Options for input Youth involvement Determining the “ends” Adapting to change Showing value – seeking buy-in Informed majority (2) Making community awareness of perceived and real threat

JEROME Gooding, Twin Falls, Hailey, Bellevue, Buhl, Kimberly, Wendell : April 28

<i>Challenges</i>	<i>Take Away</i>
Unifying communities Engaging people to volunteer Economic survival in rural Local to corporate farm ownership Balance urban/rural Balance growth w/property rights Assisting young farmers Economic base (independent) Limited resources Accessing resources (red tape) Lack of involvement at school Low wages Marketing Growth (2) Diversity Expanding St. Benedicts (healthcare) Time management Low wages Meth Outreach/marketing Communication Growth – development/housing Preparing for baby boomers Smart governance Housing shortage	Communicate to engage (2) Support/encourage Refresher (LIA) Community Review Application/implementation Broad-based involvement Need for leadership Effective meetings (4) Stimulating people/contribution Early engagement Diverse people-common goal Self-improvement Understanding the area Role of leaders Importance of inclusion

MOUNTAIN HOME, Boise, Bruneau, Emmett, Grandview, McCall, Meridian, Rimrock, Jerome : May 1

<i>Challenges</i>	<i>Take Away</i>
Community leadership Project ownership/accountability Recruiting volunteers/replacements (3) Communication Decreasing school enrollment Misperception and voter apathy Bureaucracy and explaining Growth – transportation resources Controlling growth Accuracy – flow of information Time management Informing people Involving multi-generations in AG Revitalizing downtown Employer/employee and work ethic Growth (2) Community division Creating awareness and acceptance of change Recruitment of clinicians Removal of arsenic from Grandview water system Labor//immigration Attracting growth (population) Attracting business Activities for youth Cooperation among youth	Celebrate the positive Effective meetings/minutes (6) Community-based planning (6) Communication Lifecycle of organization New perspective Involving the “11th” folks (2) Involving diverse voices (2) Community Review Connections

CALDWELL, Nampa, Emmett, Parma, Wilder, McCall, Greenleaf, Cascade, Vale: May 2

<i>Challenges</i>	<i>Take Away</i>
<p>Work with local community Getting People involved Communication/understanding Reaching consensus Presenting both sides Time and geographic management Burnt out Understanding federal issues Infrastructure re: growth Time management Can't please everyone Donation of land – property value Keeping Ag /timber land in family Farm and development co-existing Community agreement Need for sustainable forestry Working through seasonal econ – development challenges Preparing communities for growth Supporting exciting business Building strong community Growth Volunteer involvement Working w/Ag producers/transition Need for education options Land costs – affordable housing Newcomers getting to know the community Growth – nimbly Listening to citizens Growth – changing roles Sustainable Ag in growing urban areas Water quality Transportation – Idaho Ag product Changing Ag Deciphering information Awareness of Idaho Ag products Adjusting to, accepting change Education</p>	<p>Communication Effective meetings Brutal facts – addressing issues Resources Engaging the 11th hour crowd early Utilizing left and right brain thinkers Creating sense o community through historical perspective Community involvement Encourage leaders Seeking diverse input Media relationship Connecting w/leaders Community-based planning Case study example in action Being involved Effective meetings Planning for the future Engage to be involved Everyone has something to offer Message mapping Reinforcing community-based planning Involve others Accept change Add value</p>

Challenges	Sandpoint	Post Falls	Moscow	Kamiah	Frui
<i>Affordable Housing</i>					
Concerns with affordable housing					
Lender participation in housing programs					
b. Self-help housing/land acquisition					
a. Sense of entitlement					
<i>Agriculture and Timber Challenges</i>					
Ag changing (changes in ag financing)					
Assisting young farmers (loans)					
Awareness of products					
Farming and development co-existing					
High costs of farming					
Inflexibility to inviting industry to area					
Involving multi-generations in ag - mentoring					
Keeping ag/Timber land in the family					
Local to corporate farm ownership					
Maintaining and stimulating the ag economy					
Need for sustainable forests					
Sustainable ag in urban areas					
Urban/rural challenges					
Working with ag producers/transition prep					
<i>Communication - Function and Process</i>					
Deciphering information (bureaucracy)					
Coordination among agencies, etc.					
Accuracy and flow of information					

<i>Creating a Sense of Community - Development</i>							
Building a strong community							
Community events							
Community involvement/empowerment							
Community reinvestment							
Diverse Recreation Opportunities							
Engagement of Universities							
Forward looking leadership							
Losing (lack of) community identity							
Working with members of the community							
<i>Creating a Sense of Community - Relational</i>							
Accepting change							
Apathy (voter or otherwise)							
Balanced representation (both sides)							
Burn out							
Business involvement (all aspects-economic)							
Communication barriers/understanding							
Community leadership challenges							
Community relations							
Cooperation among youth							
Creating enthusiasm							
Diverse needs							
Elder engagement							
Informing the public (resources, etc)							
Lack of cooperation							
Listening to citizens							
Misperceptions (communication)							
Multigenerational (uniting to solve problems)							

Outreach							
Overcoming mistrust							
Polarization							
Project ownership and accountability							
Poor attitudes							
Reaching consensus (lack of)							
Remote rural areas/lack of involvement							
Unifying communities							
Welcoming newcomers							
Working with difficult people							
Diversity							
a. Bridging diversity & geographic differences							
b. Communication among diverse groups							
c. Diverse collaboration/cooperation							
d. Engaging Hispanic community							
e. Native American/Tribal involvement							
Economic Challenges							
Attracting businesses/growth							
Attracting young population							
Decreasing populations in rural areas							
Diversifying the economy							
Downtown revitalization							
Economic development							
Economic survival in rural							
Entrepreneurship							
Identifying economic potential							
Independent economic base							

Learning and keeping up with business growth						
Poverty						
Retailer and property owner partnership						
Seasonal workforce/seasonal economy						
<i>Education Challenges</i>						
Adult education						
Decreasing school enrollment						
Education Issues						
Education options - alternative education						
Funding - Education						
Funding - Facilities						
Lack of involvement at school						
School consolidation						
School dropouts						
<i>Employment Challenges</i>						
Affordable, quality childcare						
Aging workforce						
Alternative careers						
Education issues - general, unspecified						
Immigration concerns						
Job retention (loss of workforce)						
Job training						
Livable wage (rural wages)						
Skilled workforce (work ethic)						
Underemployment growth						
Unemployment						
Youth barriers to employment						

Youth preparedness for workforce							
Environmental Challenges							
Air/Water/Land and quality							
Attracting "sustainable" industries (ecological)							
Develop "sustainable communities"							
Removal of arsenic (Grandview system)							
Funding/Grants/Resources							
Decreased funding							
Distributing federal funding							
Funding challenges - general							
Funding nonprofits							
Funding regulatory requirements							
Limited resources							
Promoting federal funding opportunities							
Need a local community foundation							
Promoting loan opportunities							
Red Tape challenges							
Government (state, county, city) Leadership							
City government involvement							
County growth							
Keeping up with fed/state mandates							
Lack of leadership							
Leadership change							
Ordinance reinforcement							
Growth Management Challenges							
Bedroom community							

Changing roles					
Community-based planning					
Development ahead of planning					
Growing Baby Boomer population (retirement)					
Growth management - general					
Infrastructure					
Land use planning (P&Z)					
Poverty awareness in community dev.					
Preparing communities for growth					
Preserving rural/ag heritage					
Process development issues/training					
Property rights					
Property Values					
Donation of Land					
Land costs					
Rural growth					
Time and geographic management					
Transportation resources					
Healthcare and Mental Challenges					
Elder care					
Hospital coordination					
Increasing hospital capacity for growth					
Recruitment of clinicians					
Substance abuse challenges (Meth)					
Access to recovery programs					
Suicide issues (poverty/meth)					
Idaho challenges - state issues affecting communities					

<i>Leadership Development</i>								
Motivating leaders								
Smart Governance								
Time management								
Worklife Balance								
Understanding leadership								
<i>Marketing/promotion</i>								
Marketing community, etc.								
Location awareness								
Communicating opportunity								
<i>Science and Technology</i>								
E-commerce								
Lack of tech infrastructure								
Technology issues								
Telecommunications								
<i>Transportation</i>								
Transportation - general concerns								
Idaho Ag product								
Downtown parking								
Educating the pubic on land and water issues								
<i>Volunteerism and Community Development</i>								
Engagement/involvement								
Engaging Seniors								
Recruitment (replacement)								
Utilizing AmeriCorps Members								
<i>Youth and Community</i>								

Opportunities for youth (activities)							
Student involvement (schools)							
Supporting young leaders							
Youth Involvement/Engagement							
Youth volunteerism							

Challenges	Rexburg	Preston	Pocatello	Burley	Jerome
<i>Affordable Housing</i>					
Concerns with affordable housing					
Lender participation in housing programs					
b. Self-help housing/land acquisition					
a. Sense of entitlement					
<i>Agriculture and Timber Challenges</i>					
Ag changing (changes in ag financing)					
Assisting young farmers (loans)					
Awareness of products					
Farming and development co-existing					
High costs of farming					
Inflexibility to inviting industry to area					
Involving multi-generations in ag - mentoring					
Keeping ag/Timber land in the family					
Local to corporate farm ownership					
Maintaining and stimulating the ag economy					
Need for sustainable forests					
Sustainable ag in urban areas					
Urban/rural challenges					
Working with ag producers/transition prep					
<i>Communication - Function and Process</i>					
Deciphering information (bureaucracy)					
Coordination among agencies, etc.					
Accuracy and flow of information					

<i>Creating a Sense of Community - Development</i>							
Building a strong community							
Community events							
Community involvement/empowerment							
Community reinvestment							
Diverse Recreation Opportunities							
Engagement of Universities							
Forward looking leadership							
Losing (lack of) community identity							
Working with members of the community							
<i>Creating a Sense of Community - Relational</i>							
Accepting change							
Apathy (voter or otherwise)							
Balanced representation (both sides)							
Burn out							
Business involvement (all aspects-economic)							
Communication barriers/understanding							
Community leadership challenges							
Community relations							
Cooperation among youth							
Creating enthusiasm							
Diverse needs							
Elder engagement							
Informing the public (resources, etc)							
Lack of cooperation							
Listening to citizens							
Misperceptions (communication)							
Multigenerational (uniting to solve problems)							

Outreach					
Overcoming mistrust					
Polarization					
Project ownership and accountability					
Poor attitudes					
Reaching consensus (lack of)					
Remote rural areas/lack of involvement					
Unifying communities					
Welcoming newcomers					
Working with difficult people					
Diversity					
a. Bridging diversity & geographic differences					
b. Communication among diverse groups					
c. Diverse collaboration/cooperation					
d. Engaging Hispanic community					
e. Native American/Tribal involvement					
Economic Challenges					
Attracting businesses/growth					
Attracting young population					
Decreasing populations in rural areas					
Diversifying the economy					
Downtown revitalization					
Economic development					
Economic survival in rural					
Entrepreneurship					
Identifying economic potential					
Independent economic base					

Learning and keeping up with business growth						
Poverty						
Retailer and property owner partnership						
Seasonal workforce/seasonal economy						
Education Challenges						
Adult education						
Decreasing school enrollment						
Education Issues						
Education options - alternative education						
Funding - Education						
Funding - Facilities						
Lack of involvement at school						
School consolidation						
School dropouts						
Employment Challenges						
Affordable, quality childcare						
Aging workforce						
Alternative careers						
Education issues - general, unspecified						
Immigration concerns						
Job retention (loss of workforce)						
Job training						
Livable wage (rural wages)						
Skilled workforce (work ethic)						
Underemployment growth						
Unemployment						
Youth barriers to employment						

Youth preparedness for workforce						
Environmental Challenges						
Air/Water/Land and quality						
Attracting "sustainable" industries (ecological)						
Develop "sustainable communities"						
Removal of arsenic (Grandview system)						
Funding/Grants/Resources						
Decreased funding						
Distributing federal funding						
Funding challenges - general						
Funding nonprofits						
Funding regulatory requirements						
Limited resources						
Promoting federal funding opportunities						
Need a local community foundation						
Promoting loan opportunities						
Red Tape challenges						
Government (state, county, city) Leadership						
City government involvement						
County growth						
Keeping up with fed/state mandates						
Lack of leadership						
Leadership change						
Ordinance reinforcement						
Growth Management Challenges						
Bedroom community						

Changing roles						
Community-based planning						
Development ahead of planning						
Growing Baby Boomer population (retirement)						
Growth management - general						
Infrastructure						
Land use planning (P&Z)						
Poverty awareness in community dev.						
Preparing communities for growth						
Preserving rural/ag heritage						
Process development issues/training						
Property rights						
Property Values						
Donation of Land						
Land costs						
Rural growth						
Time and geographic management						
Transportation resources						
Healthcare and Mental Challenges						
Elder care						
Hospital coordination						
Increasing hospital capacity for growth						
Recruitment of clinicians						
Substance abuse challenges (Meth)						
Access to recovery programs						
Suicide issues (poverty/meth)						
Idaho challenges - state issues affecting communities						

Leadership Development							
Motivating leaders							
Smart Governance							
Time management							
Worklife Balance							
Understanding leadership							
Marketing/promotion							
Marketing community, etc.							
Location awareness							
Communicating opportunity							
Science and Technology							
E-commerce							
Lack of tech infrastructure							
Technology issues							
Telecommunications							
Transportation							
Transportation - general concerns							
Idaho Ag product							
Downtown parking							
Educating the pubic on land and water issues							
Volunteerism and Community Development							
Engagement/involvement							
Engaging Seniors							
Recruitment (replacement)							
Utilizing AmeriCorps Members							
Youth and Community							

Opportunities for youth (activities)							
Student involvement (schools)							
Supporting young leaders							
Youth Involvement/Engagement							
Youth volunteerism							

Challenges	Mt. Home	Caldwell
<i>Affordable Housing</i>		
Concerns with affordable housing		
Lender participation in housing programs		
b. Self-help housing/land acquisition		
a. Sense of entitlement		
<i>Agriculture and Timber Challenges</i>		
Ag changing (changes in ag financing)		
Assisting young farmers (loans)		
Awareness of products		
Farming and development co-existing		
High costs of farming		
Inflexibility to inviting industry to area		
Involving multi-generations in ag - mentoring		
Keeping ag/Timber land in the family		
Local to corporate farm ownership		
Maintaining and stimulating the ag economy		
Need for sustainable forests		
Sustainable ag in urban areas		
Urban/rural challenges		
Working with ag producers/transition prep		
<i>Communication - Function and Process</i>		
Deciphering information (bureaucracy)		
Coordination among agencies, etc.		
Accuracy and flow of information		

<i>Creating a Sense of Community - Development</i>			
Building a strong community			
Community events			
Community involvement/empowerment			
Community reinvestment			
Diverse Recreation Opportunities			
Engagement of Universities			
Forward looking leadership			
Losing (lack of) community identity			
Working with members of the community			
<i>Creating a Sense of Community - Relational</i>			
Accepting change			
Apathy (voter or otherwise)			
Balanced representation (both sides)			
Burn out			
Business involvement (all aspects-economic)			
Communication barriers/understanding			
Community leadership challenges			
Community relations			
Cooperation among youth			
Creating enthusiasm			
Diverse needs			
Elder engagement			
Informing the public (resources, etc)			
Lack of cooperation			
Listening to citizens			
Misperceptions (communication)			
Multigenerational (uniting to solve problems)			

Outreach			
Overcoming mistrust			
Polarization			
Project ownership and accountability			
Poor attitudes			
Reaching consensus (lack of)			
Remote rural areas/lack of involvement			
Unifying communities			
Welcoming newcomers			
Working with difficult people			
Diversity			
a. Bridging diversity & geographic differences			
b. Communication among diverse groups			
c. Diverse collaboration/cooperation			
d. Engaging Hispanic community			
e. Native American/Tribal involvement			
Economic Challenges			
Attracting businesses/growth			
Attracting young population			
Decreasing populations in rural areas			
Diversifying the economy			
Downtown revitalization			
Economic development			
Economic survival in rural			
Entrepreneurship			
Identifying economic potential			
Independent economic base			

Learning and keeping up with business growth		
Poverty		
Retailer and property owner partnership		
Seasonal workforce/seasonal economy		
Education Challenges		
Adult education		
Decreasing school enrollment		
Education Issues		
Education options - alternative education		
Funding - Education		
Funding - Facilities		
Lack of involvement at school		
School consolidation		
School dropouts		
Employment Challenges		
Affordable, quality childcare		
Aging workforce		
Alternative careers		
Education issues - general, unspecified		
Immigration concerns		
Job retention (loss of workforce)		
Job training		
Livable wage (rural wages)		
Skilled workforce (work ethic)		
Underemployment growth		
Unemployment		
Youth barriers to employment		

Youth preparedness for workforce			
<i>Environmental Challenges</i>			
Air/Water/Land and quality			
Attracting "sustainable" industries (ecological)			
Develop "sustainable communities"			
Removal of arsenic (Grandview system)			
<i>Funding/Grants/Resources</i>			
Decreased funding			
Distributing federal funding			
Funding challenges - general			
Funding nonprofits			
Funding regulatory requirements			
Limited resources			
Promoting federal funding opportunities			
Need a local community foundation			
Promoting loan opportunities			
Red Tape challenges			
<i>Government (state, county, city) Leadership</i>			
City government involvement			
County growth			
Keeping up with fed/state mandates			
Lack of leadership			
Leadership change			
Ordinance reinforcement			
<i>Growth Management Challenges</i>			
Bedroom community			

Changing roles		
Community-based planning		
Development ahead of planning		
Growing Baby Boomer population (retirement)		
Growth management - general		
Infrastructure		
Land use planning (P&Z)		
Poverty awareness in community dev.		
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Preserving rural/ag heritage		
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Substance abuse challenges (Meth)		
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Suicide issues (poverty/meth)		
<i>Idaho challenges - state issues affecting communities</i>		

<i>Leadership Development</i>			
Motivating leaders			
Smart Governance			
Time management			
Worklife Balance			
Understanding leadership			
<i>Marketing/promotion</i>			
Marketing community, etc.			
Location awareness			
Communicating opportunity			
<i>Science and Technology</i>			
E-commerce			
Lack of tech infrastructure			
Technology issues			
Telecommunications			
<i>Transportation</i>			
Transportation - general concerns			
Idaho Ag product			
Downtown parking			
Educating the pubic on land and water issues			
<i>Volunteerism and Community Development</i>			
Engagement/involvement			
Engaging Seniors			
Recruitment (replacement)			
Utilizing AmeriCorps Members			
<i>Youth and Community</i>			

Opportunities for youth (activities)		
Student involvement (schools)		
Supporting young leaders		
Youth Involvement/Engagement		
Youth volunteerism		

TRAINING TOPICS REQUESTED 2006

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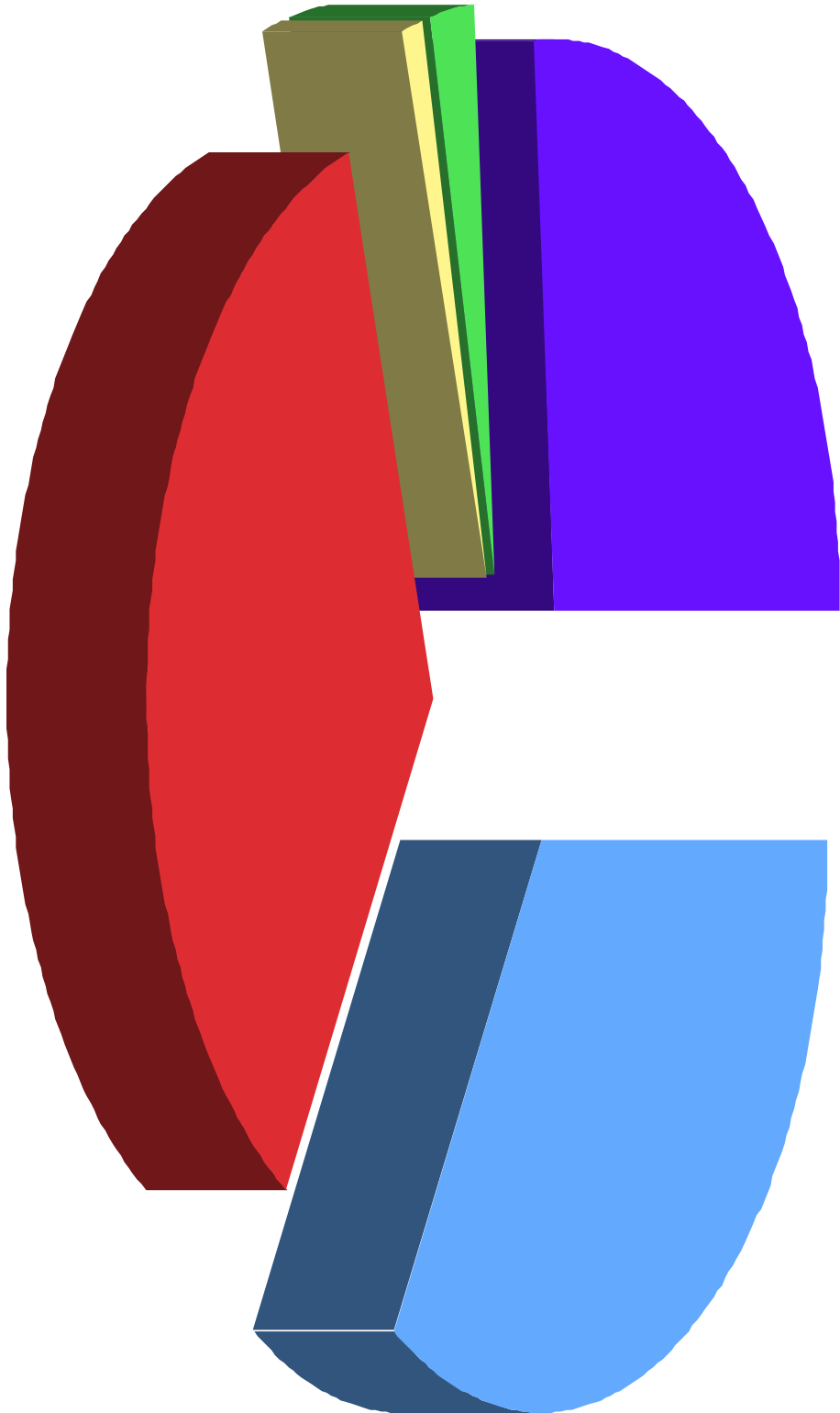
TRAINING TOPICS REQUESTED 2006

Title	Sandpoint	Post Falls	Moscow	Kamiah	Fruitland	Rexburg	Preston	Pocatello	Burley	Jerome	Mt. Home	Caldwell	
TRAINING REQUESTS													
Public-Private Partner	45%												
Community Outreach	48%												
Conflict Management	37%												
Team Building - Jurisdictions	33%												
Integrity in Leadership	32%												
Leadership Methods	30%												
Knowledge of IRP													
Very Well			2		2			2				1	2
Well	2	3	3		1	2	2	2	1	2			9
Somewhat		2	6	3	3	7	3	3	4	3	2	2	6
Not Well	3	5	3	3	3	5	4	3	4	2	2	2	
Not Very Well	2	5	3	7	5	6	1	7		5	5	9	
Better After Training (duplicates)	4	3	2	11	7	1	3	7		2	2	2	
No Response	3	5	10	3	4	4	5	6	4	4	2	4	
Very Well	4%												
Well	13%												
Somewhat	19%												
Not Well	18%												
Not Very Well	25%												
Better After Training (duplicates)	20%												
Demographics													
<i>Chose All That Applied</i>													
Elected Official	3	1	2	3	2	8	8	6	10	4	2	8	
Business Owner or Management	1	3	7	12	7	8	5	5	2	6	4	13	
Volunteer Nonprofit	3	6	14	11	4	7	4	9	2	7	2	8	
Government Employee	8	12	11	15	5	9	9	15	4	6	4	14	
Student	3	3	4	1	6	1			1	2		1	
Wants to be a Leader		3	10	8	7	4	3	2	3	5	11	4	

TRAINING TOPICS REQUESTED 2006

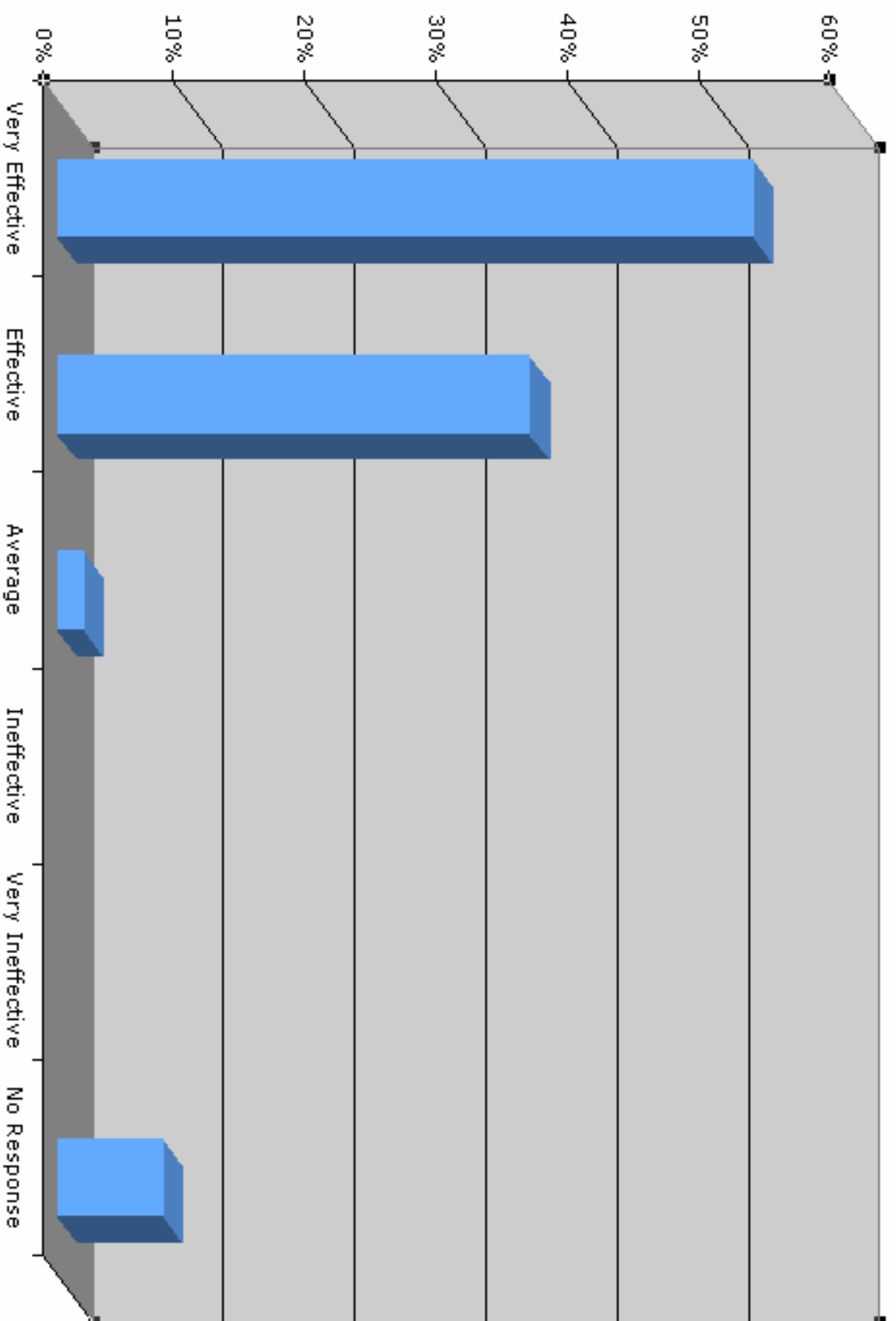
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ATTENDANCE SUMMARY

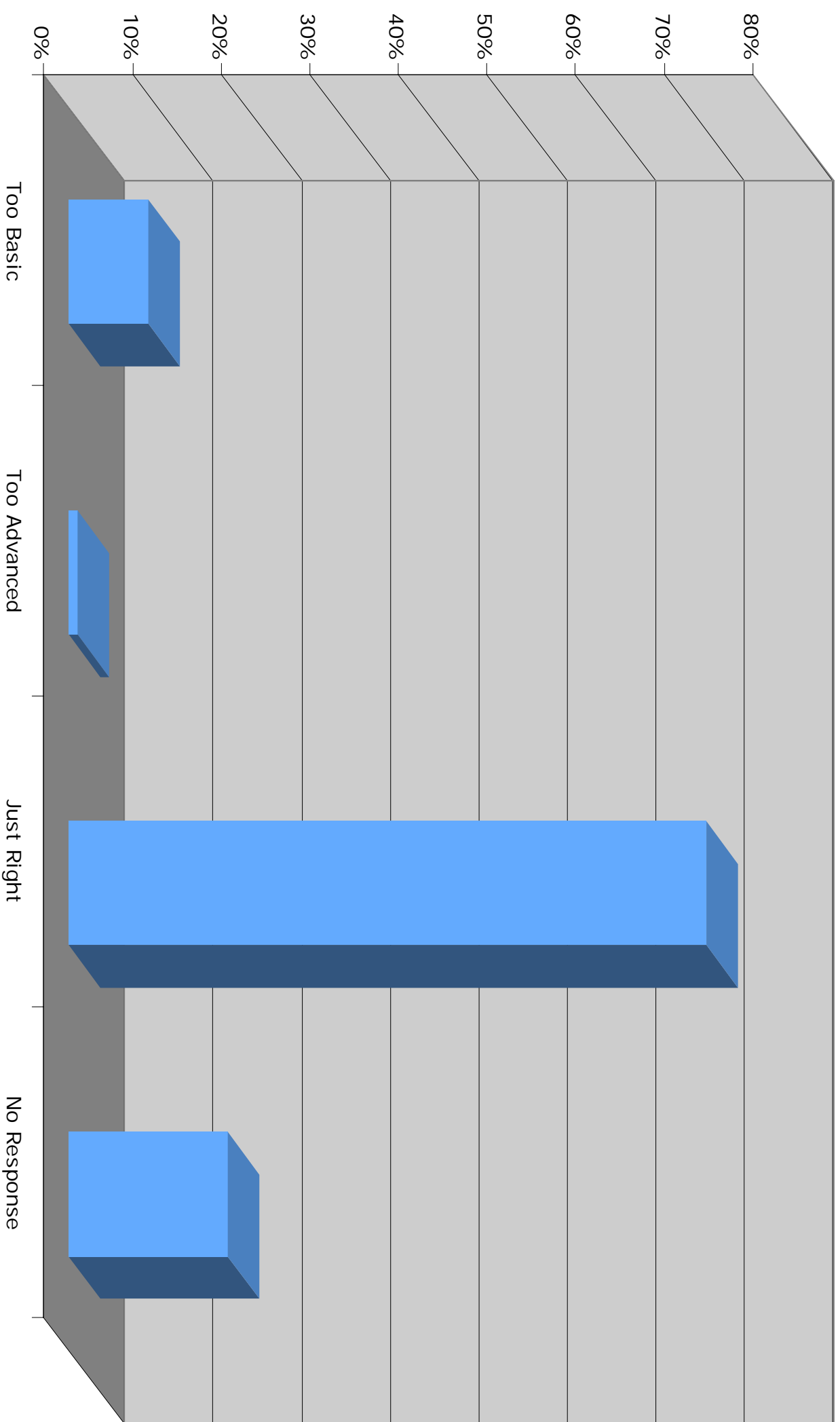


- Registrants
- Actual participants
- No shows
- Walk ons
- Evaluations Received

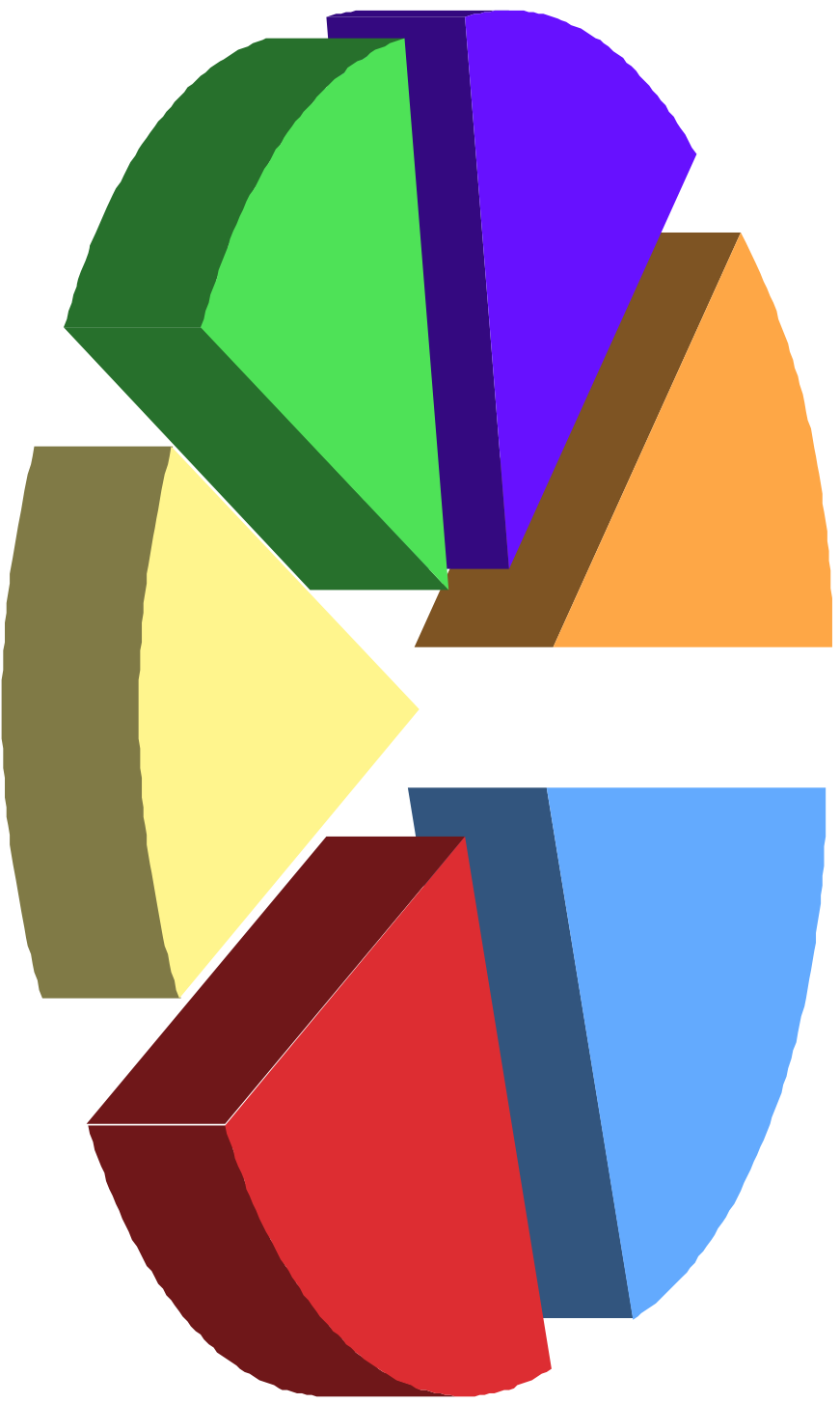
OVERALL EFFECTIVENESS



In General Sessions Were

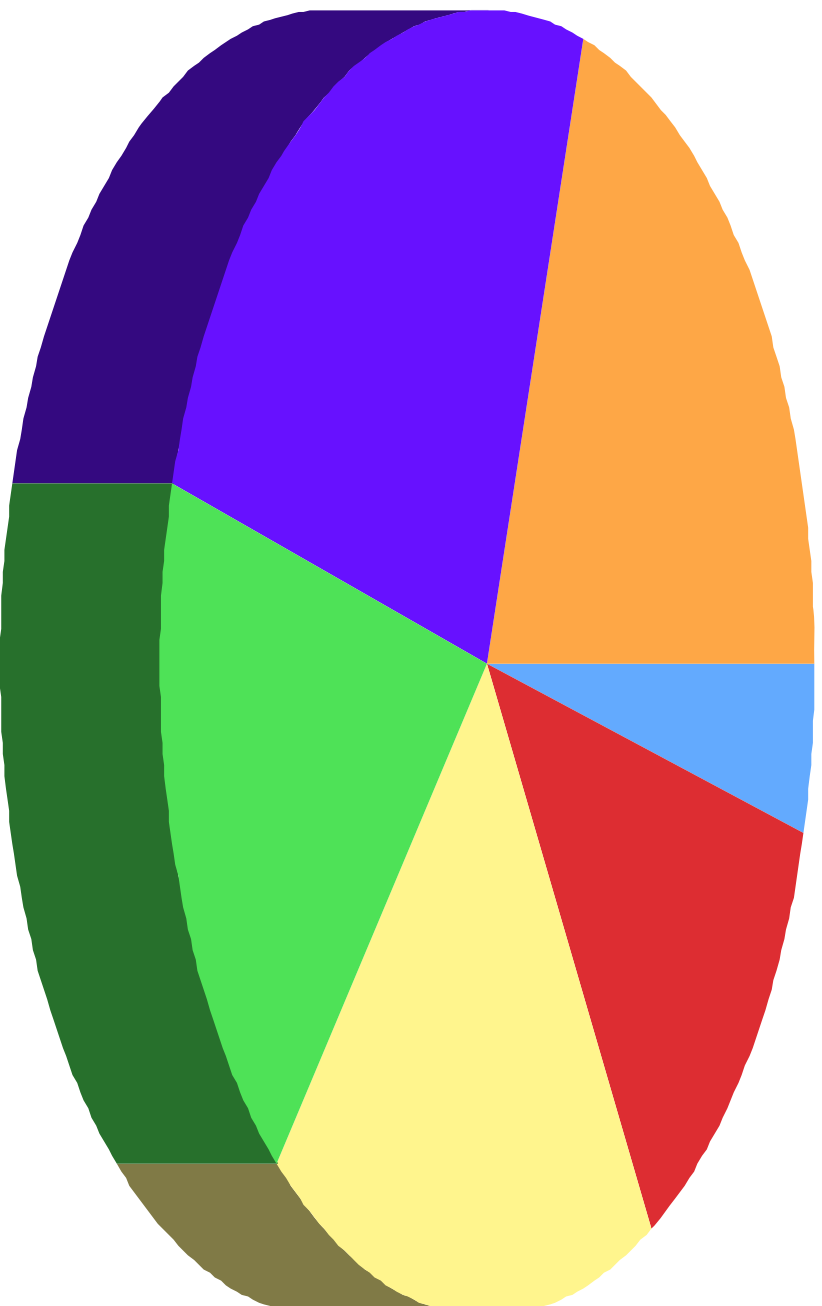


TRAINING PRIORITIES



- Public-Private Partner
- Community Outreach
- Conflict Management
- Team Building - Jurisdictions
- Integrity in Leadership
- Leadership Methods

Knowledge of IRP



- Very Well
- Well
- Somewhat
- Not Well
- Not Very Well
- Better After Training (duplicates)

SANDPOINT EVALUATION SUMMARY

Registrants: 23
 Actual Participants: 22
 No Shows: 1
 Walk on's: 1
 Evaluations Received: 14

Event Date: April 10, 2006

Demographics: Respondents selected all that applied

3 An elected leader
 Combined years 6
1 Business owner or someone in a management position
3 A volunteer with a non-profit organization
 Combined years 52
8 A local, state, or federal government employee
0 A student
0 A person who wishes to become a leader in their community

How did you find out about the training: Some responded with multiple methods

9 Email
3 Brochure
0 Newspaper
0 Newsletter
2 Recommendation

Training Sessions:

	Very Poor	Poor	Average	Good	Very Good	Did not Attend	No Response
Welcome: Dixon				36% (5)	64% (9)		
Planning: Hudson			14% (2)	36% (5)	50% (7)		
Resources: Dixon			21% (3)	36% (5)	43% (6)		
Meetings: Waitley			7% (1)	21% (3)	71% (10)		
Mapping: Dixon			7% (1)	29% (4)	57% (8)		7% (1)
Recap: Dixon		7% (1)		36% (5)	29% (4)	7% (1)	21% (3)
Overall Impression				43% (6)	36% (5)		21% (3)

Overall Effectiveness:

Very Effective	Effective	Average	Ineffective	Very Ineffective	No Response
36% (5)	50% (7)	7% (1)			7% (1)

In general, sessions were:

Too basic	Too advanced	Just right	No Response
29% (4)		43% (6)	29% (4)

Would you attend another training at this location?

Yes	No	No Response	Locations
93% (13)		7% (1)	Sandpoint

Future Topics Requested:

Title	Frequency
Team-Building Across Jurisdictions	9
Public-Private Partnerships (team-building between gov. and bus.)	9
Conflict Management	8
Facilitation of Meetings	6
Integrity in Leadership	5
Public Speaking	5
Time Management	5
Parliamentary Procedure	4
Leadership Methods	4
Board Development	4
PowerPoint Techniques	4
Community Outreach	4
Effective Delegation	3
Mediation	3
Testifying at Hearings	2
Did not respond	2

Were the facilities adequate:

Yes: 12

No: 0

NR: 2

Comments About Facilities:

- Very nice

A. What did you like about the training?

- I liked the opportunity to speak freely and openly w/people who want to do something positive for their community. I like the idea that we are not close-minded.
- I am always looking for info to help with running meetings or working for the board; how can I be a better community person is a question I ask myself a lot.
- Sessions very interactive
- This class brought together individuals with different agendas but common ground can be activated
- The speakers and handouts provided key elements that our community is under going and has given me new contacts and hope for better community networks
- Good exchange of local issues
- I liked Tom's ability to drop his prepared program and adjust to this group. Tom has so much to teach, but I suggest he pares it down or give him more time.

B. What did you dislike about the training?

- Too basic

C. How would you improve the sessions?

- Come back for more
- Could be a 2-day session for a little more unhurried participation of the attendees
- Scenario and case study; direct the difference between process/vs means
- Lengthen the time of community-based planning and decrease time on message mapping
- More details on "tool" to help us
- Give us more training
- It was good; perhaps more rationally vs. Idaho state examples, etc.
- Before you go into a community solicit from "key players" current issues and use those as the teaching examples.

D. How well do you know Idaho Rural Partnership and its programs?

Very Well	Well	Somewhat	Not Well	Not Very Well	Better After Today's Training	Did Not Answer
	2		3	2	4	3

Comments:

- Better after today; would like to know more and will visit the website
- This was my introduction
- Much better now after training
- Better than before, but I want/need to know more

F. What is the single-most important work IRP could be doing for your community?

- Continue your efforts to reach out to us; we are desperate for information, ideas and help
- Community Reviews
- Educating
- Discussion in greater detail about finance and we need more tools for finance
- Helps us work together and get people to talk with each other
- We need more resources
- Building Partnerships
- IRP needs more of a presence with city council, mayors, county commissioners

G. Other comments about the IRP Training Session:

- I thought it quite inappropriate for Waitley to (effectively) endorse a candidate for Idaho legislature (a comment taken out of context – see Dale for information)
- My experience with government in Idaho (I am from CA and served in gov't) is that a great deficiency exists in training people who are making decisions that affect a whole community. More training opportunities are needed. A boarder perspective in the training and stimulation of thinking and ideas - that's what we need!
- All three presenters did a great job and the information was good.
- Needs more detail and depth or tools/issues

- A print off of the message map w/detail would be helpful. Vince Covello has many e.g.. NYC 911; good networking. Thank you!
- I am happy to know about your organization
- Tom needs more time; focus on leadership; fewer overviews; focus on community-based planning and one other leadership issue like "team-building across jurisdictions." Media. Ask the participants what their media issues concerns are then respond to those issues. Otherwise, it was a waste of time. Make sure the county commissioners, mayors, and council people are present.

CHALLENGES – Gathered during the training (transcribed from flipcharts)

- Lack of living wage
- Lack of leadership
- Poor attitudes
- Idaho challenges
- Youth activities/disconnect
- Communication barriers
- Funding
- Involvement /volunteers
- Lack of participation
- Coordination
- Growth/preserving rural/Ag heritage
- Keeping up with fed and state mandates
- Vision for managing growth
- Infrastructure to meet growth demands
- Land use planning
- Affordable housing
- Coordinating diverse groups
- Educating public on land/water issues
- Funding for nonprofits
- Need for “process” training

POST FALLS EVALUATION SUMMARY

Registrants: 20
Actual Participants: 23
No Shows: 0
Walk On's: 3
Evaluations Received: 21

Event Date: April 11, 2006

Demographics: Respondents selected all that applied

- 1 An elected leader
Combined years 10
3 Business owner or someone in a management position (1 clergy attendee)
6 A volunteer with a non-profit organization
Combined years 58
12 A local, state, or federal government employee
3 A student
3 A person who wishes to become a leader in their community

How did you find out about the training: Some responded with multiple methods

- 11 Email
4 Brochure
1 Newspaper
11 Newsletter
6 Recommendation

Training Sessions:

	Very Poor	Poor	Average	Good	Very Good	Did not Attend	No Response
Welcome: Dixon			10% (2)	19% (4)	62% (13)	5% (1)	5% (1)
Planning: Hudson			5% (1)	10% (2)	81% (17)		5% (1)
Resources: Dixon			24% (5)	10% (2)	57% (12)	5% (1)	5% (1)
Meetings: Waitley				29% (6)	52% (11)	10% (2)	10% (2)
Mapping: Dixon				10% (2)	76% (16)		14% (3)
Recap: Dixon		5% (1)		24% (5)	48% (10)		24% (5)
Overall Impression				24% (5)	52% (11)		24% (5)

Overall Effectiveness:

Very Effective	Effective	Average	Ineffective	Very Ineffective	No Response
57% (12)	43% (9)				

In general, sessions were:

Too basic	Too advanced	Just right	No Response
10% (2)		86% (18)	5% (1)

Would you attend another training at this location?

Yes	No	No Response	Locations
100% (21)			Coeur d'Alene, Post Falls, or Hayden

Future Topics Requested:

Title	Frequency
Public-Private Partnerships (team-building between gov. and bus.)	14
Community Outreach	13
Team-Building Across Jurisdictions	10
Conflict Management	9
Integrity in Leadership	6
Effective Delegation	6
Public Speaking	5
Leadership Methods	5
Board Development	5
PowerPoint Techniques	5
Facilitation of Meetings	3
Time Management	3
Parliamentary Procedure	3
Mediation	2
Testifying at Hearings	0
Did not respond	0

Were the facilities adequate:

Yes: 21

No: 0

NR: 0

Comments About Facilities:

- Excellent handicap access
- Great facility, great food and snacks
- Nice building
- Ample parking, good meeting room, clean

A. What did you like about the training?

- A variety of topics that tied together for a great overall package
- Effective meeting
- I usually do not rate meetings/training very effective or #5, but I feel this was an excellent session. Affordable housing was not so important to me, but the concepts work for what I do.
- I think there were a lot of experienced leaders in the audience who could have shared personal experiences, had time and format allowed
- Topics covered were very relevant
- Presentations all appropriate, networking was positive
- All presenters had a very high energy level on their respective subjects, leaving me feel that it was time worth spent
- Good speakers, very current topics (challenges), very worthwhile
- We need to understand what officials are doing - helps for understanding environment
- I learned to be a better leader
- Community-based planning was especially applicable to our community development efforts and for the city task force

- Good effective use of time; good info in an effective format
- CBP has never been explained to me before; my organization is good about using this technique, but I didn't realize it was a specific style. I confess to being more traditional
- I learned something from each session; great breaks, and important to have lots of short breaks

B. What did you dislike about the training?

- Many topics did not tied together very well. Using a successful story as a thread throughout the training would have been helpful.
- Too much info to process, too busy

C. How would you improve the sessions?

- Get feedback from the group early - developed as part of our presentations; tailored to our community; very helpful e.g. affordable housing

D. How well do you know Idaho Rural Partnership and its programs?

Very Well	Well	Somewhat	Not Well	Not Very Well	Better After Today's Training	Did Not Answer
	3	2	5	3	3	5

Comments:

- Only what I've learned today; will be checking the webpage

F. What is the single-most important work IRP could be doing for your community?

- Identify areas communities struggle and provide tools to improve, i.e., communication; crossing barriers, conflict
- Helping us to understand differences/partnerships at rural level; how to sell rural when competing with urban
- Networking to share organizational issues
- Providing tools for truly rural communities to develop into the information
- Help small communities find resources
- Generating new ideas
- Community Reviews
- Affordable housing assistance
- Growth management/awareness of planning process
- Leadership training
- Bring groups to the table (3)
- Wow! Bring a Community Review in Post Falls or CdA

G. Other comments about the IRP Training Session:

- I thought there was going to be more on start to finish about facilitating a good meeting
- State of Rural Idaho too basic; does the Institute have to be in Boise
- Wise use of time! Thank you!

- How can we help communities to help their under-served/at risk populations? I would like to focus in this area. . .
- More what others are doing as solutions; stress team building
- Effective Meetings: Many good points to consider implementing but too precise and rigid for our circumstances; new & learning; we beg for people to volunteer. Hayden Senior Center for next meeting - Barbara 772-1795. Keep these coming!
- Recycle, reuse, reduce

CHALLENGES – Gathered during the training (transcribed from flipcharts)

- Recruitment (Girl Scouts)
- Lake visible to community
- Community-based planning
- Growth of mature population /infrastructure needs
- Growth
- Lack of identity
- Affordable housing
- Volunteers
- Working with diverse groups
- Diplomacy – working with difficult people
- Infrastructure – funding, regulatory
- Local development (growth)
- Managed growth
- Youth leadership
- Funding for nonprofits
- Managing growth
- Proper growth planning
- Affordable housing/workforce
- Get universities engaged in P.F.

MOSCOW EVALUATION SUMMARY

NOTE: session ended at noon in coordination w/MERGE Conference

Registrants: 29

Event Date: April 12, 2006

Actual Participants: 37

No Shows: 0

Walk On's: 8

Evaluations Received: 29

Demographics: Respondents selected all that applied

- 2 An elected leader
Combined years 4
- 7 Business owner or someone in a management position (1 clergy attendee)
- 14 A volunteer with a non-profit organization – 3 Employees
Combined years 65.5
- 11 A local, state, or federal government employee
- 4 A student
- 10 A person who wishes to become a leader in their community

How did you find out about the training: Some responded with multiple methods

- 13 Email
- 9 Brochure
- 0 Newspaper
- 0 Newsletter
- 11 Recommendation

Training Sessions:

	Very Poor	Poor	Average	Good	Very Good	Did not Attend	No Response
Welcome: Dixon			10% (3)	38% (11)	45% (13)	3% (1)	3% (1)
Planning: Hudson			7% (2)	34% (10)	59% (17)		
Resources: Dixon	Attended Becky Anderson's Entrepreneurship Workshop						
Meetings: Waitley							
Mapping: Dixon							
Recap: Dixon							
Overall Impression							

Overall Effectiveness:

Very Effective	Effective	Average	Ineffective	Very Ineffective	No Response
3% (1)	41% (12)	10% (3)			45% (13)

In general, sessions were:

Too basic	Too advanced	Just right	No Response
17% (5)		34% (10)	48 % (14)

Would you attend another training at this location?

Yes	No	No Response	Locations
48% (14)	3% (1)	48% (14)	Orofino (3), Grangeville,

			Lewiston
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Future Topics Requested:

Title	Frequency
Public-Private Partnerships (team-building between gov. and bus.)	16
Community Outreach	12
Integrity in Leadership	9
Facilitation of Meetings	9
Conflict Management	8
Team-Building Across Jurisdictions	8
Leadership Methods	8
Parliamentary Procedure	6
Board Development	5
Mediation	5
Testifying at Hearings	5
Did not respond	5
PowerPoint Techniques	4
Time Management	3
Public Speaking	3
Effective Delegation	2

Were the facilities adequate:

Yes: 22

No: 4

NR: 3

Comments About Facilities:

- Too cold (3)
- Good lighting in room & adequate space

A. What did you like about the training?

- I enjoyed learning and sharing information from individuals representing various organizations and communities
- Concrete examples are excellent; passionate, well-grounded
- I really like the excitement of the speakers and the use of outside resources for examples (e.g. The Bud's Life clip & dog picture)
- Enjoyed Tom Hudson - Would like to have heard the rest
- You're on the right track; the match with Becky Anderson and entrepreneurship development is ideal

B. What did you dislike about the training?

- Good points, but how do we follow through with concepts
- Don't stress the divisive issues in the local community as much as the examples of how to develop solutions to problems

C. How would you improve the sessions?

- Needed more time to develop topics and situations

- I think it was too general; it could be directed to certain topics
- The info in the morning was good for community leaders, but concepts covered were basically "marketing 101".
- Bring similar leadership development to other Idaho communities, pick specific relevant local issues to build leadership skill training round. Make it inter/cross generational by design
- The section presented was not really too basic but moved too slow with discussion
- Give a list of questions that may be asked throughout the presentations to those who attend so that they can continually relate them to the topics discussed and contemplate the questions.
- I wish I had attended a training that focused all day, rather than the one shared with the Idaho Commission on the Arts (also important, but not exactly why I came)
- Tell us how to develop an evaluation criteria?

D. How well do you know Idaho Rural Partnership and its programs?

Very Well	Well	Somewhat	Not Well	Not Very Well	Better After Today's Training	Did Not Answer
2	3	6	3	3	2	10

Comments:

- My familiarity is growing
- Fairly well, but the presentations helped me to learn and understand
- It was my introduction
- This is my first experience with the program

F. What is the single-most important work IRP could be doing for your community?

- Connecting federal & state challenges & opportunities to rural communities
- Marketing the Palouse to drive environmentally sustainable "good fit" businesses
- Convening
- Come and work with us, hand holding relationship
- Partnering with our community
- Team-building
- Provide some leadership (if invited) to deal with several current near-crisis issues in Ed, Medical, and land development
- Continue advocacy at state level
- Help the community develop a strong communication system; trust building
- Come to our community directly and meet with all group to start to get them together
- Increase awareness
- Building partnerships
- Training, training, training
- Community outreach skills/methods

G. Other comments about the IRP Training Session:

- Just a suggestion: Continue to recruit a dynamic, forward-thinking board for IRP

- Although rural < simi-rural communities in the state have commonalities, we are also diverse. Particularly as related to economic bases, community values and worldviews. For as many opportunities as we have to collaborate, I'm sure there's a level of competition for limited \$ and human resources.
- Issue-oriented leadership development; So wish we would have benefited by a full day's training with this group; Thank you to everyone for making this training/conversation available!
- It was great! Good job, Dad! Even as a high school student, it was interesting and fun for me to attend.
- In the intro statements made about timber industry wanting "techy" job candidates but in my work mills are DESPARATE for laborers, welders. As we focus on tech growth we are no longer promoting the blue-collar opportunities that exist in rural north-central ID.
- Community-based planning needs to recognize the need to generate trust from a community before suggesting communities need change (slides) - okay later in the presentation Tom indicates the importance of engagement /buy in.
- I would like to see a 2-day session, but realize time constraints with presenters. I think breakout sessions could be helpful
- Have them more often and advertise widely

CHALLENGES – Gathered during the training (transcribed from flipcharts)

- Poverty/suicide
- Lack of tech infrastructure
- Lost 12% of workforce
- Coordination
- Decreasing population
- Health care: hospital coordination
- Overcoming distrust
- Affordable, quality childcare
- Downtown parking
- Polarization
- Community foundation
- Developing alternate careers
- Stimulating timber and Ag economy
- Remote/lack of involvement
- Urban > rural transfer
- Youth involvement (2)
- Rural growth
- Rural wages
- Lack of cooperation
- Growth and inflexibility to invite industry
- Consensus in planning
- Diverse needs
- Marketing communication
- Care for aging population
- Lack of jobs/poverty
- Losing identity
- Growth > affordable housing
- Development ahead of planning

- Poverty
- Growth management
- Elders engaging in community
- Poverty awareness in community development
- Creating partnership to end poverty

KAMIAH EVALUATION SUMMARY

Registrants: 29
Actual Participants: 35
No Shows: 3
Walk On's: 6
Evaluations Received: 23

Event Date: April 13, 2006

Demographics: Respondents selected all that applied

 3 An elected leader
Combined years 17
 12 Business owner or someone in a management position (1 clergy attendee)
 11 A volunteer with a non-profit organization
Combined years 25
 15 A local, state, or federal government employee
 1 A student
 8 A person who wishes to become a leader in their community

How did you find out about the training: Some responded with multiple methods

 10 Email
 10 Brochure
 0 Newspaper
 0 Newsletter
 15 Recommendation

Training Sessions:

	Very Poor	Poor	Average	Good	Very Good	Did not Attend	No Response
Welcome: Dixon			9% (2)	26% (6)	57% (13)	9% (2)	
Planning: Hudson			4% (1)	26% (6)	70% (16)		
Resources: Dixon			9% (2)	26% (6)	61% (14)	4% (1)	
Meetings: Waitley				4% (1)	91% (21)	4% (1)	
Mapping: Dixon				22% (5)	70% (16)	9% (2)	
Recap: Dixon			13% (3)	22% (5)	52% (12)	9% (2)	4% (1)
Overall Impression				9% (2)	83% (19)	4% (1)	4% (1)

Overall Effectiveness:

Very Effective	Effective	Average	Ineffective	Very Ineffective	No Response
78% (18)	17% (4)				4% (1)

In general, sessions were:

Too basic	Too advanced	Just right	No Response
13% (3)	4% (1)	65% (15)	17 % (4)

Would you attend another training at this location?

Yes	No	No Response	Locations
91% (21)		9% (2)	Grangeville, Camas Prairie, Craigmont

Future Topics Requested:

Title	Frequency
Community Outreach	16
Integrity in Leadership	14
Public-Private Partnerships (team-building between gov. and bus.)	12
Leadership Methods	10
Parliamentary Procedure	9
Team-Building Across Jurisdictions	8
Effective Delegation	8
Time Management	8
Board Development	7
Conflict Management	5
Public Speaking	5
PowerPoint Techniques	5
Facilitation of Meetings	5
Mediation	4
Testifying at Hearings	3
Did not respond	4

Were the facilities adequate:

Yes: 23

No: 0

NR: 0

Comments About Facilities:

- Food was great, facility was beautiful
- Excellent facilities, very quiet, sturdy large tables, superior staff help; food.
- Good temperature, adequate breaks, good room arrangement

A. What did you like about the training?

- Good meeting place; good information
- Effective meeting; was great; need involvement
- Presenters were identifiable to rural area. Personal experience and language understandable and they related the training to the audience
- Excellent Facilitation-kept me active, involved - light atmosphere; very comfortable; conducive for participation
- Really enjoyed the Community Review section and the community-based planning
- Like information on resources available to communities
- Great info, great examples, I loved the seminar format where knowledgeable people do all the speaking and pour into me lots of info & fast!
- Meeting effectiveness and media outreach was specific, applicable, and informative.
- Details of how to organize meetings was helpful. Community planning was jam-packed w/ information targeted to the audience.
- Gave us many tools and acquaintances from networking
- Leaders had practical experience
- Good speakers, good visual aids, adequate breaks, comfortable facilities

- I appreciated the affordability of the speakers and the fact that the presentation never lagged.
- I like the feel of being part of a collaborative team among a room of new acquaintances. Timely humor and breaks.
- Youth leaving community; good humor; expertise within the community is our greatest asset; leadership discussion
- Meeting structure was good. Caused me to think and realize I was not involving and recognizing groups we should get input from.
- Handouts and coverage of material
- Like all; was my first leadership training so all info was good
- Best I have been to in 25 years!!!

B. What did you dislike about the training?

- I enjoyed the training but I am trying to figure out how this is related. It seems somewhat disjointed.
- Community-based planning segment became un-engaging and hard to follow; rushed maybe

C. How would you improve the sessions?

- Tom Hudson should move among the group not just stand and talk toward the front of the room.
- Make it longer
- Interactive exercises; take challenges from the group and let them work through the concepts and report out to the whole group.
- It is a very long day. A lot of information in a short time frame. Might be better if broken up into 2 or 3 sessions. Need to target youth.
- Include youth leaders in the area
- I thought we got a little off the subject when we were discussing youth, etc. Many people in the room have other types of challenges
- Sessions were disjointed; provide transitioning into new category explaining why it's necessary (important) in community leadership. Community-based planning needs to be more specific.
- Distribute handout at beginning of each session. Example: Dale's handouts had great space for notes, but we didn't receive til 1/2 way through
- I would like the e-mail list of attendees
- More sessions. . .
- Everything was superb. I would like to see more youth participation in the session.
- Hand out of PowerPoint copies before I've taken pages of notes

D. How well do you know Idaho Rural Partnership and its programs?

Very Well	Well	Somewhat	Not Well	Not Very Well	Better After Today's Training	Did Not Answer
		3	3	7	11	3

Comments:

- This is my first experience with the program
- This was my first introduction. Needs to be pursued
- Was not aware at all until I received the email
- Just learning but very impressed after two meetings

F. What is the single-most important work IRP could be doing for your community?

- Community empowerment
- Continued training
- Involving tribal communities
- Distributing information out to every community (2)
- I am excited about the directory coming out; more leadership workshops
- I think my town needs a Community Review! (2)
- Providing ideas on how to improve and resources available (2)
- Emphasizing the consequences for not planning/ organizational leading.
- Improve method of communicating about the program and it's opportunities for rural ID communities
- What you are doing; informing and educating (4)
- Help stimulate and facilitate youth participation in the community
- Keep momentum in pulling leaders from our community (2)
- Community-based planning
- Helping communities to grow

G. Other comments about the IRP Training Session:

- It would be helpful to get a follow-up roster and contact people who attended for networking later
- Needs to be longer; would like our entire staff to go through it
- Very good information
- More time to network with fellow attendees to develop potential partners and a chance to get to know who they are, who they are with, and their needs.
- Great job, thank you!
- At beginning of meeting create an icebreaker where participants can explain how they can contribute to the group training, and what they hope to learn/take away from training, what their expertise may be for the trainings.
- Like the encouragement by the three presenters to the audience. Bring back Rick Waitley - very succinct and paints a clear definitive picture.
- Very much worth time spent
- It's wonderful to know "Rural Idaho" is recognized.

CHALLENGES – Gathered during the training (transcribed from flipcharts)

Challenges: Lapwai, Kooskia, Lewiston, Stites

- Economic development
- Youth farmers
- Location awareness
- Access to recovery

Challenges: Kendrick, Craigmont, Weippe

- Youth barrier to employment
- Unemployment
- Infrastructure
- Communication among diverse groups
- Adult education
- Tribal involvement
- Empowering community
- Opportunities for youth
- Evangelism
- Poverty
- Motivating people to be involved
- Diverse collaboration
- Youth volunteers

Challenges: Kamiah, Orofino, Whitebird, Nez Perce, Grangeville

- Promoting loan opportunities
- Maintaining the Ag economy
- Entrepreneurialism
- Attracting young populations
- Job retention
- Affordable housing
- Young people involved in the community
- Poverty
- Outreach marketing
- Geography
- Elder engagement/involvement
- Land use planning

FRUITLAND EVALUATION SUMMARY

Registrants: 26
 Actual Participants: 24
 No Shows: 5
 Walk On's: 3
 Evaluations Received: 21

Event Date: April 14, 2006

Demographics: Respondents selected all that applied

 2 An elected leader
 Combined years 9.5
 7 Business owner or someone in a management position (1 clergy attendee)
 4 A volunteer with a non-profit organization
 Combined years 12
 5 A local, state, or federal government employee
 6 A student
 7 A person who wishes to become a leader in their community

How did you find out about the training: Some responded with multiple methods

 8 Email
 5 Brochure
 0 Newspaper
 2 Newsletter
 7 Recommendation

Training Sessions:

	Very Poor	Poor	Average	Good	Very Good	Did not Attend	No Response
Welcome: Dixon				29% (6)	71% (15)		
Planning: Hudson				24% (5)	76% (16)		
Resources: Dixon			9% (2)	29% (6)	62% (13)		
Meetings: Waitley			5% (1)	19% (4)	76% (16)		
Mapping: Dixon				4% (1)	76% (16)	19% (4)	
Recap: Dixon				19% (4)	47% (10)	29% (6)	4% (1)
Overall Impression				19% (4)	71% (15)	9% (2)	

Overall Effectiveness:

Very Effective	Effective	Average	Ineffective	Very Ineffective	No Response
52% (11)	42% (9)				5% (1)

In general, sessions were:

Too basic	Too advanced	Just right	No Response
5% (1)	5% (1)	76% (16)	14% (3)

Would you attend another training at this location?

Yes	No	No Response	Locations
81% (17)	5% (1)	14% (3)	Canyon Cty, Fruitland Boise

Future Topics Requested:

Title	Frequency
Community Outreach	12
Integrity in Leadership	12
Public-Private Partnerships (team-building between gov. and bus.)	9
Leadership Methods	7
Parliamentary Procedure	7
Team-Building Across Jurisdictions	6
Effective Delegation	6
Time Management	6
Conflict Management	5
PowerPoint Techniques	5
Board Development	4
Public Speaking	4
Facilitation of Meetings	4
Mediation	3
Testifying at Hearings	3
Did not respond	3

Were the facilities adequate:

Yes: 19

No:

NR: 2

Comments About Facilities:

- I would have liked a bigger facility and have more people be able to participate
- Nice and clean
- I could see everyone while speaking and listening
- Very nice & enough space
- Good open arrangement
- A little cramped; cool at times

A. What did you like about the training?

- This helped me with organizing Prom night and Sunday school teaching, as well as my church camp committee I am on. Also, all of this is something everyone should know.
- I enjoyed that it involved everyone and was an open discussion. Points applied to everyday life.
- Planning, business stages - all very effective! All presenters were very personable and did well at connecting with the audience!
- I liked the presenters. They seemed to really care about what everyone had to say
- I liked how you included the high school students as well as provided good information for adults. What a positive experience of community building in this leadership training.
- Bringing together a diverse group was very positive.
- The whole process of meeting and minutes, voting procedure
- Resource information that helped revitalize a economically poor community
- Informative; extremely helpful

- I greatly enjoyed the wealth of experience of the presenters and the simple and positive way in which it was conveyed

B. What did you dislike about the training?

- Lacking in exercises showing application of ideas
- It is difficult to compress the subject in one day

C. How would you improve the sessions?

- I don't know how it was advertised. I received a brochure, but didn't see posters/ flyers anywhere around town. I would like more people to attend
- Maybe a few more hands-on activities
- Warm up the room!
- Maybe a little more food for thought for small business owners and how they may be able to tap into resources
- More meetings available to more communities
- Specific exercises illustrating points
- More time - interactive groups regarding running a meeting and interviewing
- Use of more examples involving particular situations of those in the group would have been effective.

D. How well do you know Idaho Rural Partnership and its programs?

Very Well	Well	Somewhat	Not Well	Not Very Well	Better After Today's Training	Did Not Answer
2	1	3	3	5	7	4

Comments:

- Not a lot, but I will look into it more now.
- Before the meeting, I knew nothing and I have learned a little now.
- I feel I know it a little better now
- Not well; learned about IRP today

F. What is the single-most important work IRP could be doing for your community?

- Helping our communities get more involved
- Leadership and Community Development training for leaders (4)
- Helping our communities stay together and use our resource
- More student involvement in the community
- Helping rural towns finding a niche in the Treasure Valley and to bring consumers to their town to keep money flowing in their local economy
- Educating our mayor on ethics of power
- Help us revitalize our downtown

G. Other comments about the IRP Training Session:

- All sessions were good, but Toms' was especially helpful to a situation we're in. You were all very organized and professional!
- It was very informative. Thank you!
- Keep it up!
- Thank you for your hard work, Tom, Dale, and Rick!

CHALLENGES – Gathered during the training (transcribed from flipcharts)

Youth:

- Youth involvement
- Education/facility funding
- Community service involvement
- Lack of community events
- Employment
- Student involvement
- Education funding

Adults:

- Skilled workforce
- Supporting young leaders
- Adapting to change
- Promoting fed funding opportunities
- Uniting ages to solve problems
- Engaging students
- Community involvement
- Understanding leadership
- Distributing fed funds
- Reinvesting in community
- Time management – community involvement
- Utilizing AmeriCorps \$
- Business involvement
- Balancing business/personal time
- Bridging geographic/cultural differences
- City government involvement

REXBURG EVALUATION SUMMARY

Registrants: 37
Actual Participants: 32
No Shows: 5
Walk On's: 0
Evaluations Received: 25

Event Date: April 24, 2006

Demographics: Respondents selected all that applied

 8 An elected leader
Combined years 84
 8 Business owner or someone in a management position (1 clergy attendee)
 7 A volunteer with a non-profit organization
Combined years 26
 9 A local, state, or federal government employee
 1 A student
 4 A person who wishes to become a leader in their community

How did you find out about the training: Some responded with multiple methods

 17 Email
 6 Brochure
 0 Newspaper
 0 Newsletter
 7 Recommendation

Training Sessions:

	Very Poor	Poor	Average	Good	Very Good	Did not Attend	No Response
Welcome: Dixon				40% (10)	60% (15)		
Planning: Hudson			4% (1)	24% (6)	72% (18)		
Resources: Dixon			4% (1)	44% (11)	44% (11)	4% (1)	4% (1)
Meetings: Waitley			4% (1)	8% (2)	80% (20)	4% (1)	4% (1)
Mapping: Dixon				20% (5)	68% (17)	4% (1)	8% (2)
Recap: Dixon				32% (8)	40% (10)	4% (1)	24% (6)
Overall Impression				28 % (7)	60% (15)		12% (3)

Overall Effectiveness:

Very Effective	Effective	Average	Ineffective	Very Ineffective	No Response
52% (13)	48% (12)				

In general, sessions were:

Too basic	Too advanced	Just right	No Response
		88% (22)	12% (3)

Would you attend another training at this location?

Yes	No	No Response	Locations
92% (23)		8% (2)	Idaho Falls; Rexburg

Future Topics Requested:

Title	Frequency
Community Outreach	11
Conflict Management	10
Public-Private Partnerships (team-building between gov. and bus.)	9
Team-Building Across Jurisdictions	9
Effective Delegation	8
Leadership Methods	7
Time Management	7
Facilitation of Meetings	7
Mediation	7
Public Speaking	7
Parliamentary Procedure	6
Board Development	6
PowerPoint Techniques	6
Integrity in Leadership	5
Testifying at Hearings	5
Did not respond	3

Were the facilities adequate:

Yes: 21

No: 3

Comments About Facilities:

- Too crowded (15+)
- Lack of restroom facilities

A. What did you like about the training?

- Enthusiasm good; effective message
- The ideas of getting people involved and having effective meetings
- How to handle a meeting
- Excellent information and training handouts; I will use them over and over
- The effective meeting session opened my understanding of not only how to run a meeting, but how to be an effective contributor; community-based planning was excellent and insightful
- I enjoyed the day, especially the lively presentations
- Very useable, everyday info; very important and very helpful
- Information applied to present local situation w/downtown progress
- Informed majority will make a good decision!
- I liked the interaction; would have enjoyed specific problem solving
- Message Mapping - excellent - never heard about it before; Tom is always effective; Rick's Effective Meetings was great!
- Quality of information
- It was very well worth my time!

B. What did you dislike about the training?

- Some of the information was inaccurate
- A little too long; info could have been compressed
- Too close to the AIC conference; need more city officials
- Having examples to work from and not just abstract ideas; also live examples of ineffectiveness and Community Review

C. How would you improve the sessions?

- Improve accuracy
- Good Training! Could be more concise (1)
- Maybe a little more time for networking
- Do it yearly in some local forum - school, political, social, etc.
- I would like to see more marketing ideas
- Could pick out 1-2 things from each presentation for use in real life situations
- I could have improved the session by getting all city council and other community leaders to be at the table (2)
- More, More, More! These kind of meetings seem few and far between. More of this kind of training is needed to an ever more diverse group of people or at least, just more people
- Actively recruit active partners we were very government heavy. ID audience better. We would have sponsored youth had we had a better idea who this was for

D. How well do you know Idaho Rural Partnership and its programs?

Very Well	Well	Somewhat	Not Well	Not Very Well	Better After Today's Training	Did Not Answer
	2	7	5	6	1	4

Comments:

- I knew nothing until today
- Not well; I'd like to know more

F. What is the single-most important work IRP could be doing for your community?

- Work more directly with individual communities
- Training opportunities available for cities, etc.
- Collaboration, training, dissemination of info
- Continue with this type of training
- Bring in job training for light industry, etc.
- Community Review
- More of these workshops!
- Rather fragmented; help us create and engage the community
- Getting officials more involved
- Communication
- Help facilitate community-based planning (2)

- A local training with local level issues and topics help with development and subsequent funding of community improvement projects
- Bring players together; Chamber, YMCA, City/County, United Way

G. Other comments about the IRP Training Session:

- I believe it is important to research the area you are teaching in and use examples from that area.
- I enjoyed the entire day.
- Local uptake on a national story - put a local twist to the national story and discuss programming
- Teach us to educate the public on how to bring resources to bear to solve problems, i.e., growth, communication, youth
- How do we bring more economics to our cities?
- I would like to invite you back with community members around the table and strategic planning the topic. Community specific.
- Tom's building housing board. . .seemed like an after thought much of the time - distracting. Would like the media plan to have been expanded.

CHALLENGES – Gathered during the training (transcribed from flipcharts)

- Leadership – change
- High land costs for Ag
- Growth
- Forward-looking leadership
- Poverty awareness
- Housing
- Self-help housing land acquisition
- Growth-smart planning
- Lender participation in housing programs
- Infrastructure re: growth
- Community vitality
- Growth (3)
- Planning and zoning – growth
- Attracting new business
- Creating a sense of community
- Helping farmers understand cash-flow (FSA programs)
- Geographic diversity
- Decreasing funding (2)
- Community involvement (2)
- Learning about/ keeping up with business growth
- Retailer and property owner partnership
- Motivating leaders
- Underemployment growth
- Coordination
- Planning
- Process
- Need for growth

PRESTON EVALUATION SUMMARY

Registrants: 13
Actual Participants: 16
No Shows: 0
Walk On's: 3
Evaluations Received: 16

Event Date: April 25, 2006

Demographics: Respondents selected all that applied

8 An elected leader
Combined years 29.5
5 Business owner or someone in a management position
4 A volunteer with a non-profit organization
Combined years 18.5
9 A local, state, or federal government employee
0 A student
3 A person who wishes to become a leader in their community

How did you find out about the training: Some responded with multiple methods

6 Email
5 Brochure
0 Newspaper
2 Newsletter
9 Recommendation

Training Sessions:

	Very Poor	Poor	Average	Good	Very Good	Did not Attend	No Response
Welcome: Dixon				19% (3)	81% (13)		
Planning: Hudson			6% (1)	13% (2)	81% (13)		
Resources: Dixon				31% (5)	69% (11)		
Meetings: Waitley				13% (2)	75% (12)	13% (2)	
Mapping: Dixon				13% (2)	56% (9)	31% (5)	
Recap: Dixon			6% (1)	19% (3)	38% (6)	38% (6)	
Overall Impression				6% (1)	69% (11)	25% (4)	

Overall Effectiveness:

Very Effective	Effective	Average	Ineffective	Very Ineffective	No Response
69% (11)	25% (4)	6% (1)			

In general, sessions were:

Too basic	Too advanced	Just right	No Response
		75% (12)	25 % (4)

Would you attend another training at this location?

Yes	No	No Response	Locations
81% (13)		19% (3)	Preston/Pocatello

Future Topics Requested:

Title	Frequency
Public-Private Partnerships (team-building between gov. and bus.)	8
Community Outreach	8
Conflict Management	7
PowerPoint Techniques	7
Effective Delegation	7
Team-Building Across Jurisdictions	6
Time Management	6
Leadership Methods	6
Board Development	5
Facilitation of Meetings	5
Integrity in Leadership	5
Mediation	5
Public Speaking	4
Parliamentary Procedure	2
Testifying at Hearings	2

Were the facilities adequate:

Yes: 15

No: 0

NR: 1

Comments About Facilities:

- Nice Facilities with technology

A. What did you like about the training?

- I liked the presentations, but wonder how we are going to implement it
- Good group of speakers - sharing of info and ideas from attendees was helpful
- Content was good; speakers excellent
- Information - tools are not normally available in rural settings
- I came in not knowing what to expect and left impressed with the content.
- Very good, specific information; speakers willing to focus on needs of the audience

B. What did you dislike about the training?

- Would like to have spent more time on planning specifics and less on personal concepts.
I get the "what", please spend more time on the how.

C. How would you improve the sessions?

- Go to the next step and have working group meetings for communities
- Keep doing it!
- More management, leadership, and interpersonal training. Also how to "management generational diversities".
- Make presentations shorter, more breaks to move around and network
- Streamline presentations by focusing more on specifics

- It was good; perhaps more nationally vs. Idaho state examples, etc.
- Before you go into a community solicit from "key players" current issues and use those as the teaching examples.

D. How well do you know Idaho Rural Partnership and its programs?

Very Well	Well	Somewhat	Not Well	Not Very Well	Better After Today's Training	Did Not Answer
	2	3	4	1	3	5

Comments:

- This was my introduction
- Much better now after training

F. What is the single-most important work IRP could be doing for your community?

- Helping with growth planning (2)
- You are doing it!
- Education and training (6)
- Help communities across the state to work well together
- Community Review
- Helping w/planning and connection to financial and other resources

G. Other comments about the IRP Training Session:

- Great sessions. Leadership training is sorely needed in our community.
- The presentation was excellent!
- It's cool that you are hitting 12 towns!
- Very passionate and hits the right issues.
- Enjoyed facilitators; well prepared; good stories
- I better understand the importance of training. How do we go about passing this information city council and implement these procedures to the betterment of our communities? I am stimulated to contribute meaningfully to the city.
- It was an excellent training. Very informative and very beneficial.

CHALLENGES – Gathered during the training (transcribed from flipcharts)

- Community involvement
- Growth and roads
- Growth and sewers
- Voter apathy
- Time/geographic challenges
- Accepting change
- Economic development
- Being a bedroom community
- Diversifying the economy
- Funding for growth
- Adapting to change
- Ordinance enforcement
- County growth
- Declining population
- Staying positive in negative situation
- Economic development
- Identifying economic potential
- Infrastructure for communication
- Affordable housing/ sense of entitlement
- Time management

POCATELLO EVALUATION SUMMARY

Registrants: 38
Actual Participants: 37
No Shows: 2
Walk On's: 1
Evaluations Received: 30

Event Date: April 26, 2006

Demographics: Respondents selected all that applied

6 An elected leader
Combined years 47.5
5 Business owner or someone in a management position
9 A volunteer with a non-profit organization
Combined years 51
15 A local, state, or federal government employee
0 A student
2 A person who wishes to become a leader in their community

How did you find out about the training: Some responded with multiple methods

11 Email
9 Brochure
0 Newspaper
0 Newsletter
12 Recommendation

Training Sessions:

	Very Poor	Poor	Average	Good	Very Good	Did not Attend	No Response
Welcome: Dixon			10% (3)	50% (15)	37% (11)	3% (1)	
Planning: Hudson			7% (2)	60% (18)	33% (10)		
Resources: Dixon			7% (2)	53% (16)	40% (12)		
Meetings: Waitley				27% (8)	73% (22)		
Mapping: Dixon				30% (9)	60% (18)	3% (1)	7% (2)
Recap: Dixon			3% (1)	37% (11)	33% (10)	7% (2)	20% (6)
Overall Impression				40% (12)	47% (14)	7% (2)	7% (2)

Overall Effectiveness:

Very Effective	Effective	Average	Ineffective	Very Ineffective	No Response
40% (12)	53% (16)	3% (1)			3% (1)

In general, sessions were:

Too basic	Too advanced	Just right	No Response
7% (2)		83% (25)	10% (3)

Would you attend another training at this location?

Yes	No	No Response	Locations
90% (27)		10% (3)	AF/Blkft/IF/Pocatello

Future Topics Requested:

Title	Frequency
Community Outreach	16
Conflict Management	14
Public Speaking	10
Effective Delegation	10
Integrity in Leadership	9
Leadership Methods	9
Mediation	8
Team-Building Across Jurisdictions	7
Public-Private Partnerships (team-building between gov. and bus.)	7
PowerPoint Techniques	7
Board Development	6
Time Management	5
Facilitation of Meetings	4
Parliamentary Procedure	3
Testifying at Hearings	3

Were the facilities adequate:

Yes: 29

No: 0

NR: 1

Comments About Facilities:

- Enjoyed the U-shape classroom setting
- Large enough room, good ventilation, adequate breaks

A. What did you like about the training?

- The overall program was well put together and also well presented
- I learned my new leadership skills; I like all the options provided to me today
- Outside the box vision, comparison and education
- Rick and Dale's presentations were very good and delivered with enthusiasm and energy
- No real new concepts, but presented in such an effective way w/great historic examples (real situations) that it sparked lots of useful applications for me
- I enjoyed the interaction and the different topics that were addressed
- I learned the value of accurate record keeping for minutes to meetings. I can help resolve issues that arise later.
- All of the information was fresh and it will help with all of the projects and programming I am involved with in my community.

B. What did you dislike about the training?

- Rick Waitley's session needed to be more clear and concise
- Nothing new in Tom's community development presentation. Quite dull.
- Not all new - I had much of this in Illinois about 14 years ago. It's good to see that Idaho is catching up with other in the nation.
- More participation by those attending.

C. How would you improve the sessions?

- I believe the training session provided good information; however wish there were at least two 15-minute interactive activities
- More on dealing with people and effective meetings - less community development. Make it more interactive
- Smaller, more focused groups such as city governments, Ag Community, etc.
- Maybe having one group activity on discussing types of leadership.
- It was very well done; start out with effective meetings if you do this again.
- Get to case studies in morning to ensure more learning
- More interactive participation would be a positive attribute to the session, but overall the class was a positive experience
- Coordinate follow-up trainings. I would love to receive additional training and insight on some of the things discussed.
- Not all the presenters had handouts that would have helped learning.
- Make more slots available. More community members who may be informal leaders should be involved.

D. How well do you know Idaho Rural Partnership and its programs?

Very Well	Well	Somewhat	Not Well	Not Very Well	Better After Today's Training	Did Not Answer
2	2	3	3	7	7	6

Comments:

- Not very well but I learned more today!

F. What is the single-most important work IRP could be doing for your community?

- Helping us organize
- Teaching new leaders leadership skills (3)
- Being available to community leaders
- More new info on Community Review (5)
- Promote this type of training to community leaders
- Communicate resources to rural communities to aid in their success
- Continue to help us build more partnerships
- A community profile and training
- Developing leaders
- Uniting fractured groups
- Making resources more known

G. Other comments about the IRP Training Session:

- Great session - Thanks for coming
- Great job!!

- I may be nit picking on language but one the speakers may want to use more gender-neutral language.
- Thank you for your wonderful attention to detail - great class!
- Wonderful training session. I would like to recommend interaction practices on sound bites.
- Overall this was very good; keep us green and growing, instead of ripe and rotten. Keep these going each year and at as many locations as possible.
- Rick Waitley is great! Lot of government employees and non-profits - maybe each government and non-profit could be responsible for bringing or sponsoring a city or county person to attend.
- Dale Dixon's media presentation was full of valuable ways to deal with not only the media but the people we deal with on a daily basis.

CHALLENGES – Gathered during the training (transcribed from flipcharts)

Challenges: Pocatello

Grace, Caribou Co, Franklin Co., Blackfoot, Bannock Co, Power Co, Iona, Butte Co.

- Lack of funding
- Poverty
- Being new
- Bedroom community
- H.S. dropout
- Shrinking resources
- Increasing poverty
- Young farmer loans
- Outreach
- Entrepreneurialism
- Low-wage jobs
- Uniting diverse groups
- Adapting to change
- Communicating opportunity
- Creating enthusiasm
- Think toward the future
- Community interaction

Challenges:

Bear Lake, American Falls, Lava

- Learning about the area
- e-commerce
- Housing
- Telecommunication
- Economic development
- Poverty
- Geographic travel
- Low wages (2)
- Learning new job
- Promoting growth
- Informing public of resources
- Dynamic changes in Ag finance
- School consolidation
- Bringing people together
- Encouraging involvement
- Apathy

BURLEY EVALUATION SUMMARY

Registrants: 20
Actual Participants: 14
No Shows: 8
Walk On's: 2
Evaluations Received: 13

Event Date: April 27, 2006

Demographics: Respondents selected all that applied

10 An elected leader
Combined years 7
2 Business owner or someone in a management position
2 A volunteer with a non-profit organization
Combined years 30
4 A local, state, or federal government employee
1 A student
3 A person who wishes to become a leader in their community

How did you find out about the training: Some responded with multiple methods

8 Email
5 Brochure
0 Newspaper
1 Newsletter
4 Recommendation

Training Sessions:

	Very Poor	Poor	Average	Good	Very Good	Did not Attend	No Response
Welcome: Dixon				8% (1)	92% (12)		
Planning: Hudson				15% (2)	85% (11)		
Resources: Dixon		8% (1)		15% (2)	54% (7)	15% (2)	8% (1)
Meetings: Waitley			8% (1)	23% (3)	69% (9)		
Mapping: Dixon				23% (3)	69% (9)		8% (1)
Recap: Dixon				23% (3)	62% (8)		15% (2)
Overall Impression				15% (2)	85% (11)		

Overall Effectiveness:

Very Effective	Effective	Average	Ineffective	Very Ineffective	No Response
69% (9)	23% (3)				8% (1)

In general, sessions were:

Too basic	Too advanced	Just right	No Response
8% (1)		69% (9)	23% (3)

Would you attend another training at this location?

Yes	No	No Response	Locations
62% (8)		38% (5)	Burley/Twin Falls

Future Topics Requested:

Title	Frequency
Public-Private Partnerships (team-building between gov. and bus.)	7
Time Management	6
Community Outreach	5
Conflict Management	5
Effective Delegation	5
PowerPoint Techniques	4
Public Speaking	4
Team-Building Across Jurisdictions	4
Facilitation of Meetings	4
Integrity in Leadership	3
Leadership Methods	3
Mediation	2
Board Development	1
Parliamentary Procedure	1
Testifying at Hearings	1

Were the facilities adequate:

Yes: 11

No: 0

NR: 2

Comments About Facilities:

- Comfortable, clean, and good acoustics
- Everything was great and comfortable

A. What did you like about the training?

- Very insightful. I'm impressed with the group you gathered.
- Great networking opportunity with leaders from other communities.
- Excellent info on Resources and leadership styles
- I very much enjoyed the opportunity to be able to participate in the discussion
- Case studies, knowledge of presenters
- I liked switching from one speaker to the next. Liked all the PowerPoints; interjecting the fun stuff; keeps us really focused.
- Flexibility of schedule to accommodate the Governor's announcement; Great information that I can take back to my community.
- Community-based development and planning strategies

B. What did you dislike about the training?

- Tried to cram in too much in one day.

C. How would you improve the sessions?

- Provide audience with copies of all the PowerPoint slides

- The Mayor of Rupert would like the younger and newer council members to attend this type of training but they work during the day - not sure how to fix this scenario
- Offer it each year
- Exercises in good meeting practices

D. How well do you know Idaho Rural Partnership and its programs?

Very Well	Well	Somewhat	Not Well	Not Very Well	Better After Today's Training	Did Not Answer
	1	4	4			4

Comments: None

F. What is the single-most important work IRP could be doing for your community?

- Helping with community building
- More meetings or seminars like this/ may try and focus info on Hispanic leaders
- Facilitating resource sharing and crossover

G. Other comments about the IRP Training Session:

- I would have liked the actual class rather than a shorthanded session of Rick's session.
- Thank you for being flexible. Good presenting and training session.

CHALLENGES – Gathered during the training (transcribed from flipcharts)

Aberdeen, Kimberly, Rupert, Filer, Burley, Jerome, Delco, Twin Falls

- Cultural diversity/creating community
- Growth – P&Z
- Engaging the Hispanic Community
- Livable wages
- Awareness – outreach
- Create diverse recreation opportunities
- Overcoming apathy (2)
- Science and tech > Ag
- High cost of farming
- Attracting clean sustainable industries
- Aging workforce – youth preparedness
- Good affordable housing
- Develop sustainable community

JEROME EVALUATION SUMMARY

Registrants: 31
Actual Participants: 22
No Shows: 11
Walk On's: 2
Evaluations Received: 18

Event Date: April 28, 2006

Demographics: Respondents selected all that applied

- 4 An elected leader
Combined years 25
6 Business owner or someone in a management position
7 A volunteer with a non-profit organization
Combined years 3
6 A local, state, or federal government employee
2 A student
5 A person who wishes to become a leader in their community

How did you find out about the training: Some responded with multiple methods

- 10 Email
5 Brochure
1 Newspaper
2 Newsletter
4 Recommendation

Training Sessions:

	Very Poor	Poor	Average	Good	Very Good	Did not Attend	No Response
Welcome: Dixon				28% (5)	72% (13)		
Planning: Hudson			6% (1)	17% (3)	78% (14)		
Resources: Dixon		6% (1)		44% (8)	50% (9)		
Meetings: Waitley				11% (2)	89% (16)		
Mapping: Dixon				28% (5)	72% (13)		
Recap: Dixon				22% (4)	67% (12)		11% (2)
Overall Impression				17% (3)	78% (14)		6% (1)

Overall Effectiveness:

Very Effective	Effective	Average	Ineffective	Very Ineffective	No Response
67% (12)	28% (5)				6% (1)

In general, sessions were:

Too basic	Too advanced	Just right	No Response
11% (2)		72% (13)	17% (3)

Would you attend another training at this location?

Yes	No	No Response	Locations
83% (15)		17% (3)	Jerome

Future Topics Requested:

Title	Frequency
Public-Private Partnerships (team-building between gov. and bus.)	6
Time Management	6
Community Outreach	6
Facilitation of Meetings	6
Board Development	5
Conflict Management	5
Public Speaking	5
Team-Building Across Jurisdictions	5
Effective Delegation	4
Mediation	4
Testifying at Hearings	4
Leadership Methods	3
PowerPoint Techniques	3
Parliamentary Procedure	2
Integrity in Leadership	1

Were the facilities adequate:

Yes: 16

No: 0

NR: 2

Comments About Facilities:

- Very comfortable
- Too crowded

A. What did you like about the training?

- It was an opportunity to meet other leaders in the community
- Meetings - recording minutes - resources and community-based planning
- Good tune-up for leadership
- I like the accessibility for the meeting as well as the usefulness of the information
- Loved the ideas for increased and effective communication
- Excellent facilitators who worked well together. Field experience was very interesting
- Valuable information presented in interesting ways
- Loved the mapping hints and running effective meetings
- Good sound advice on how to improve my campaign
- Reinforcement of existing knowledge, skills, and new fresh ideas - terrific speakers

B. What did you dislike about the training?

- No comments.

C. How would you improve the sessions?

- More geared to specific occupations

- Try and outreach more to the business leadership
- More chocolate!
- Do more - new topics!

D. How well do you know Idaho Rural Partnership and its programs?

Very Well	Well	Somewhat	Not Well	Not Very Well	Better After Today's Training	Did Not Answer
	2	3	2	5	2	4

Comments: None

F. What is the single-most important work IRP could be doing for your community?

- To improve relationships between cities (2)
- Team building across jurisdictions
- A new Community Review (2)
- Encourage young leaders to get involved
- Keep the groups that offer assistance in front of local business leaders
- Training on communication skills
- Establishing relationship

G. Other comments about the IRP Training Session:

- Thank you!
- Dale and Rick's sessions were exceptional!
- Way more than I anticipated! Thank you! Thank you for such wonderful information
- Loved all the presentations. The presenters were awesome!
- Role-playing would have helped us put it together; also if we were able to write down our own sound bites and critique.

CHALLENGES – Gathered during the training (transcribed from flipcharts)

Gooding, Jerome, Twin Falls, Hailey, Bellevue

- Unifying communities
- Engaging people to volunteer
- Economic survival in rural
- Local to corporate farm ownership
- Balance urban/rural
- Balance growth w/property rights
- Assisting young farmers
- Economic base (independent)
- Limited resources
- Accessing resources (red tape)
- Lack of involvement at school
- Low wages
- Marketing
- Growth (2)
- Diversity
- Expanding St. Benedicts (healthcare)

Challenges:

Buhl, Kimberly, Wendell

- Time management
- Low wages
- Meth
- Outreach/marketing
- Communication
- Growth – development/housing
- Preparing for baby boomers
- Smart governance
- Housing shortage

MOUNTAIN HOME EVALUATION SUMMARY

Registrants: 30
Actual Participants: 26
No Shows: 5
Walk On's: 1
Evaluations Received: 14

Event Date: May 1, 2006

Demographics: Respondents selected all that applied

2 An elected leader
Combined years 10
4 Business owner or someone in a management position
2 A volunteer with a non-profit organization
Combined years 17
4 A local, state, or federal government employee
0 A student
11 A person who wishes to become a leader in their community

How did you find out about the training: Some responded with multiple methods

7 Email
2 Brochure
0 Newspaper
1 Newsletter
6 Recommendation

Training Sessions:

	Very Poor	Poor	Average	Good	Very Good	Did not Attend	No Response
Welcome: Dixon			7% (1)	7% (1)	86% (12)		
Planning: Hudson			14% (2)	14% (2)	71% (10)		
Resources: Dixon				36% (5)	64% (9)		
Meetings: Waitley				7% (1)	93% (13)		
Mapping: Dixon			7% (1)	14% (2)	79% (11)		
Recap: Dixon				21% (3)	57% (8)		21% (3)
Overall Impression				21% (3)	71% (10)		7% (1)

Overall Effectiveness:

Very Effective	Effective	Average	Ineffective	Very Ineffective	No Response
71% (10)	21% (3)				14% (2)

In general, sessions were:

Too basic	Too advanced	Just right	No Response
7% (1)		79% (11)	14% (2)

Would you attend another training at this location?

Yes	No	No Response	Locations
93% (13)		7% (1)	MtH/Emmett/Ada/Canyon

Future Topics Requested:

Title	Frequency
Community Outreach	6
Conflict Management	6
Effective Delegation	5
Parliamentary Procedure	5
Public-Private Partnerships (team-building between gov. and bus.)	5
Leadership Methods	4
Board Development	3
Integrity in Leadership	3
Public Speaking	3
Team-Building Across Jurisdictions	3
Time Management	3
Facilitation of Meetings	2
Mediation	2
PowerPoint Techniques	2
Testifying at Hearings	2

Were the facilities adequate:

Yes: 12

No: 1

NR: 1

Comments About Facilities:

- I liked the U-shape set-up; friendly atmosphere
- They were poor, but this is Mountain Home
- Not the best sound

A. What did you like about the training?

- Loved Rick Waitley stating that not everyone should be in a leader role.
- Appreciated the diversity of presenter's expertise, presentations, presentation styles, good organization
- All the information was clear and well presented. I was able to get a lot of useful ideas. Presenters are very personable and open to questions and comments.
- I think there was a good variety of information presented; the right amount of time spent on each section
- Bravo!! Well done; I had a wonderful and insightful day.
- Provide a combination of trainings which when coordinated will help achieve a goal
- Running effective meetings, preparing better minutes, learning to speak in sound-bites, engaging antagonists
- This was good information; too bad some more of the folks that needed to hear it weren't here
- Very good media session

B. What did you dislike about the training?

- No comments.

C. How would you improve the sessions?

- Some info divided into shorter sessions (same amount, just not such a length of time on one subject). Excellent workshop!
- Give Rick Waitley more time
- Possibly make them two-day sessions; I felt like you just touched on the surface; it could go much deeper.
- More advertising, I almost missed it

D. How well do you know Idaho Rural Partnership and its programs?

Very Well	Well	Somewhat	Not Well	Not Very Well	Better After Today's Training	Did Not Answer
1		2	2	5	2	2

Comments: None

F. What is the single-most important work IRP could be doing for your community?

- Facilitating communication
- I appreciated hearing about the Community Reviews (2)
- Help us with assess needs
- Identifying available resources, utilizing those resources (2)

G. Other comments about the IRP Training Session:

- IRP awareness it vital
- I absolutely loved this and am very grateful to have been able to attend. Keep up the good work!!
- I thought it was great! I will take a lot of this back to my work environment.
- Contact local Ag business when in the area

CHALLENGES – Gathered during the training (transcribed from flipcharts)

Grandview, Glens Ferry, Boise, Meridian, Mountain Home, McCall, Bruneau, Rimrock, Emmett

- Community leadership
- Project ownership/accountability
- Recruiting volunteers/replacements (3)
- Communication
- Decreasing school enrollment
- Misperception and voter apathy
- Bureaucracy and explaining
- Growth – transportation resources
- Controlling growth
- Accuracy – flow of information
- Time management
- Informing people
- Involving multi-generations in AG
- Revitalizing downtown
- Employer/employee and work ethic
- Growth (2)
- Community division
- Creating awareness and acceptance of change

Challenges: Jerome

- Recruitment of clinicians
- Removal of arsenic from Grandview water system
- Labor//immigration
- Attracting growth (population)
- Attracting business
- Activities for youth
- Cooperation among youth

CALDWELL EVALUATION SUMMARY

Registrants: 38
Actual Participants: 37
No Shows: 1
Walk On's: 0
Evaluations Received: 34

Event Date: May 2, 2006

Demographics: Respondents selected all that applied

8 An elected leader
Combined years 70.5
13 Business owner or someone in a management position
8 A volunteer with a non-profit organization
Combined years 25
14 A local, state, or federal government employee
1 A student
4 A person who wishes to become a leader in their community

How did you find out about the training: Some responded with multiple methods

23 Email
6 Brochure
1 Newspaper
2 Newsletter
15 Recommendation

Training Sessions:

	Very Poor	Poor	Average	Good	Very Good	Did not Attend	No Response
Welcome: Dixon				26% (9)	68% (23)		6% (2)
Planning: Hudson			3% (1)	18% (6)	79% (27)		
Resources: Dixon			6% (2)	21% (7)	68% (23)	6% (2)	
Meetings: Waitley				12% (4)	94% (32)		
Mapping: Dixon				9% (3)	82% (28)		9% (3)
Recap: Dixon			3% (1)	9% (3)	56% (19)	3% (1)	29% (10)
Overall Impression				12% (4)	65% (22)		24% (8)

Overall Effectiveness:

Very Effective	Effective	Average	Ineffective	Very Ineffective	No Response
68% (23)	29% (10)				3% (1)

In general, sessions were:

Too basic	Too advanced	Just right	No Response
9% (3)		82% (28)	9% (3)

Would you attend another training at this location?

Yes	No	No Response	Locations
88% (30)		12% (4)	Payette/Emmett, Meridian

Future Topics Requested:

Title	Frequency
Community Outreach	16
Public-Private Partnerships (team-building between gov. and bus.)	15
Conflict Management	14
Leadership Methods	12
Effective Delegation	11
Mediation	11
Integrity in Leadership	10
Team-Building Across Jurisdictions	10
Time Management	8
Board Development	7
Facilitation of Meetings	7
Parliamentary Procedure	7
PowerPoint Techniques	6
Public Speaking	5
Testifying at Hearings	4

Were the facilities adequate:

Yes: 32

No: 1

NR: 1

Comments About Facilities:

- Nice room and set-up; room too cold
- Very comfortable
- Short breaks were okay; refreshments were adequate

A. What did you like about the training?

- I liked the information on how to conduct a meeting.
- I specifically enjoyed the attention of the group with the speakers. This is a method that capitalizes on the combined resources of the group in a very short period of time.
- Awesome information. I really enjoyed Rick's presentation on running meetings (4)
- Very practical; people will use the information (6)
- Very informative; great engagement of audience; practically and helpful to a variety of community leaders and encouraging
- I have new tools to set into place, hopefully to inspire others to have drive and go forth with me dragging them along.
- Telling your story; dealing with the media very informative; planning community and effective meetings were good (5)
- Good learning experience that I will be able to apply in my economic development work (4)
- The enthusiasm the speakers brought to the topics encouraged everyone (4)
- The humor of the presenters was most appreciated not to mention the highly informative material
- Very good! I can't say enough good things about this!

- It's always helpful to learn tools for becoming a more effective leader in my community.

B. What did you dislike about the training?

- I realized it couldn't be helped but I don't like being rushed on time; that was said all day.

C. How would you improve the sessions?

- Have more sessions; sooner rather than later (2)
- I just felt we were rushed all day. Would have liked a little more time. The information was great. Look forward to future.
- Please define rural and the vision for rural Idaho
- Would like to see how we could make a better connection between IRP and the Dept of Ag
- I would think it's a great seminar for school clubs - 4H and may need to be offered to city, counties, and schools, etc.
- This is a good introduction. There's 2 or 3 days of material here. Training on interpersonal communication and relationship building is needed.
- Do more 1-day workshops like this and try to involve diverse cultures. Thanks for your time and comments (2)
- A little more time on resources
- Include list of attendees and contact info; discussion of lack of discourse in America today and how to deal with it
- Dale talks to the people with his back and 1/2 of them at any given time
- Make sure that you do not duplicate the CDI. If that is the case let people know so it is not duplicated.
- Making people stretch a little more with participation
- I would like to see more in depth training, less quantity

D. How well do you know Idaho Rural Partnership and its programs?

Very Well	Well	Somewhat	Not Well	Not Very Well	Better After Today's Training	Did Not Answer
2	9	6	2	9	2	4

Comments: None

F. What is the single-most important work IRP could be doing for your community?

- Explaining to the community what they can offer
- Community review (3) keep it up!
- Educate and encourage community leaders providing support to their respective communities (2)
- Training! (5)
- Touting the need for affordable housing and community development
- Getting information out to communities (4)
- Our community is split on issues and the atmosphere is tense and petty; we must get past that and pull together and be on the same team again.
- Horseshoe Bend - community planning; fast growth (2)
- More leadership training

- Unify and advise
- RB (?) - communication workshop! LB (?) - educating about the necessary changing of the way leaders think
- Commerce and Labor working DOE on graduation rate percentages
- Be a great spokesman for Rural Idaho

G. Other comments about the IRP Training Session:

- Sessions were very well done. Would have liked a question and answer session for Rick's presentation, but understand the time shortage (2)
- Provide a session on visioning; much better format than previous rural partnership training sessions
- Great organization; great food and snacks
- Glad for the printed materials to "take back" and have time to digest; as well as sharing with other leaders.
- I do appreciate the way this meeting was organized and stayed on task!
- Great refresher course; very helpful. Thank you!
- Excellent presentations (5)
- Thanks so much. This has been great and very informative for me. This, to me was well worth my time. Thanks again for providing me with more tools so I can hopefully be more effective in many areas of my life, not just my "work".
- Can we just take you home and have you talk to those in our community that NEEDED to hear this!
- Extremely focused and well done.

CHALLENGES – Gathered during the training (transcribed from flipcharts)

Caldwell, Nampa, Emmett, Parma, Wilder, McCall, Greenleaf

- Work with local community
- Getting People involved
- Communication/understanding
- Reaching consensus
- Presenting both sides
- Time and geographic management
- Burnt out
- Understanding federal issues
- Infrastructure re: growth
- Time management
- Can't please everyone
- Donation of land – property value
- Keeping Ag /timber land in family
- Farm and development co-existing
- Community agreement
- Need for sustainable forestry
- Working through seasonal econ – development challenges
- Preparing communities for growth
- Supporting exciting business
- Building strong community
- Growth
- Volunteer involvement
- Working w/Ag producers/transition
- Need for education options
- Land costs – affordable housing
- Newcomers getting to know the community
- Growth – nimbly
- Listening to citizens
- Growth – changing roles

Vale, Cascade

- Sustainable Ag in growing urban areas
- Water quality
- Transportation – Idaho Ag product
- Changing Ag
- Deciphering information
- Awareness of Idaho Ag products
- Adjusting to, accepting change
- Education

Title	Sandpoint	Post Falls	Moscow	Kamiah	Fruit-	Rexburg	Preston	Pocatello	Burley	Jerome	Mt. Home	Caldwell
Public-Private Partnerships (team-building between gov. and bus.)	9	14	16	12	9	9	8	7	7	6	5	15
	4	13	12	16	12	11	8	16	5	6	6	16
	4	13	12	16	12	11	8	16	5	6	6	16
Community Outreach	4	13	12	16	12	11	8	16	5	6	6	16
Integrity in Leadership	5	6	9	14	12	5	5	9	3	1	3	10
Facilitation of Meetings	6	3	9	5	4	7	5	4	4	6	2	7
Conflict Management	8	9	8	5	5	10	7	14	5	5	6	14
Team-Building Across Jurisdic- tions	9	10	8	8	6	9	6	7	4	5	3	10
Leadership Methods	4	5	8	10	7	7	6	9	3	3	4	12
Parliamentary Procedure	4	3	6	9	7	6	2	3	1	2	5	7
Board Development	4	5	5	7	4	6	5	6	1	5	3	7
Mediation	3	2	5	4	3	7	5	8	2	4	2	11
Testifying at Hearings	2	0	5	3	3	5	2	3	1	4	2	4
PowerPoint Techniques	4	5	4	5	5	6	7	7	4	3	2	6
Time Management	5	3	3	8	6	7	6	5	6	6	3	8
Public Speaking	5	5	3	5	4	7	4	10	4	5	3	5
Effective Delegation	3	6	2	8	6	8	7	10	5	4	5	11

Total Evals	Percent
117	45%
125	48%
82	32%
62	24%
96	37%
85	33%
78	30%
55	21%
58	22%
56	22%
34	13%
58	22%
66	26%
60	23%
75	29%

ATTENDEES												
Registrants	23	20	29	29	26	37	13	38	20	31	30	38
Actual participants	22	23	40	35	29	34	16	39	22	33	34	37
No shows	1	0	0	3	0	5	0	0	0	0	0	1
Walk ons	1	3	2	6	3	0	3	1	2	2	4	0
Evaluations Received	14	21	29	23	21	25	16	30	13	18	14	34

Spring 2006 Business & Community Leadership Training per site itemization

[illegible]